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The effects of team status and supporter group status on commitment to supporting a sport team'
Hall, G. A.; Thomson, R.

The Abstracts of the 35th Annual Meeting of the Society of Australasian Social Psychologists (SASP)

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Abstracts Editor: Kenneth I. Mavor
Australian National University

The 35th Annual Meeting of the Society of Australasian Social Psychologists was held between April 20 and 23, 2006 at the Rydges Hotel, Manuka, Canberra. The range of topics, theoretical perspectives and methodological orientations represented here demonstrates the ongoing richness and health of social psychology in New Zealand and Australia. This diversity was further enriched by the presence of a number of international visitors.

The conference opened with postgraduate workshops held on Thursday the 20th April. Workshops included two methodological streams covering thematic analysis, and dealing with messy data, and a career-oriented workshop in the afternoon, capped by the postgraduate dinner on Thursday evening. We are very appreciative to those who made the Thursday program work so well: Virginia Braun, Victoria Clarke, Michael Smithson, Winnifred Louis, Katherine Reynolds, Craig McGarty, Karen Douglas, Robbie Sutton, Joanne Smith, and Renata Bongiorno. Another notable feature of the program this year was the expanded poster session, held on Saturday evening. The buzz of discussion around the 30+ posters was encouraged by a good supply of drinks and finger foods. Special thanks goes to Léan O'Brien, Emina Subasic, and Luke Musgrove for their assistance in making the poster session so successful. The diverse range of verbal presentations were organised into 11 structured symposium streams, and 19 thematic sessions. Thanks to the symposium organisers, and to the academic program working group Michael Platow, Craig McGarty, and Kate Reynolds. Keynote addresses were presented by Professor William Maley, Director of the Asia-Pacific College of Diplomacy at the Australian National Univerity, and Professor Debbie Terry, Executive Dean of the Faculty of Social and Behavioural Sciences at the University of Queensland.

We acknowledge the generous support of our sponsors, Thomson Learning, QSR International, Cambridge University Press, Pearson Education, Hodder-Arnold Journals, ExperimenTrak, and McGraw-Hill. Finally, we are very appreciative for help from the School of Psychology at ANU, and the enthusiastic team of students staffing crucial support roles during the conference.

We look forward to the 36th Annual Meeting, to be held in Brisbane in 2007.

Ken Mavor & Rachael Eggins
Conference Convenors

The contribution of group norms and level of identity to innovative behaviour and perception of creativity

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This paper develops an analysis of innovative behaviour and perception of creativity informed by the social identity approach. It has been argued that creative accomplishments and creative recognition are based on criteria that cannot be separated from current norms. Two studies manipulate group norms and analyse their impact on creative behaviour. The results of Study 1 show that when people are asked to make a creative product collectively they display conformity to ingroup norms, but that they deviate from ingroup norms when group members make the same products on their own. A parallel result was found in group members' private perceptions of what they consider creative. In Study 2, the social identity of participants was made salient. Results show conformity to group norms even when group members worked on their own creations. Findings indicate that innovative behaviour is informed by normative context, and that in contexts in which people operate as members of a group (either physically through collective action, or psychologically through social identity salience), innovation will respect normative boundaries.

Changes in social identity when joining a new group: The role of individual-level and group-level adaptation processes

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While classic intergroup theories have specified the processes explaining situational shifts in social identification, the processes whereby social identities change more profoundly and become integrated within the self have to be proposed. To this aim, the present studies investigate the processes by which group members integrate a new social identity as they are joining a new group. Combining a social identity approach and stress and coping models, this research tests if social factors (i.e., needs satisfied by fellow group members, social support), have an impact on the adaptation strategies group members use to deal with the novelty of the situation and to fit into their new group (seeking information & adopting group norms vs. disengaging). These strategies, in turn, should predict changes in level of identification with the new social group over time, as well as enhanced psychological adjustment. These associations are tested among university students over the course of their first academic year (Study 1), and among online gamers joining a newly established online community (Study 2). Path analyses provide support for the hypothesised

associations. The results are discussed in light of recent theoretical developments pertaining to intraindividual changes in social identities and their integration in the self.

Applying affective events theory to moral judgement

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Moral psychology has long focused on rational, cognitive processes. Recent evidence suggests however that emotion and affective intuition have a greater influence on moral judgement. In this presentation, we extend this research by introducing a model of ethical decision-making based on Affective Events Theory. This theory states that people react emotionally to work events and that these emotions then influence behaviours and attitudes. We argue that the experience of an ethical dilemma constitutes an affective event. An ethical dilemma involves the perception and interpretation of the cognitive aspects of a situation that involve behavioural choices among alternatives and the evaluation of the effects of these choices on the welfare of others. Thus, an individual's positive or negative affective reaction to this dilemma results in one of two possibilities, either impulsive unethical/ethical behaviour, or emotionally influenced reasoning that leads to a considered decision between unethical and ethical behaviour. We hypothesise that, by acknowledging emotional reactions to situations and not approaching dilemmas on purely rational terms, an individual is more likely to behave ethically. Further, we hypothesise that individual differences (emotional intelligence, cognitive moral development, trait affect), moderate the relationship between affective reaction and both the impulsive and considered ethical behaviour.

Emotion in organisations: Defining a multilevel model

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Recent years have seen an upsurge of interest in the study of emotion in organisational settings. Research, however, has been hampered by the ephemeral nature of emotion, and a lack of an integrated multi-level model. In this presentation, I address this deficiency in a theoretical model that of emotion at five levels of organisation. At the lowest level of the model is within-person variation, defined in terms of Weiss and Cropanzano's (1996), Affective Events Theory, where events in the organisational environment determine momentary affective states, which in turn predict behavioural and altitudinal responses of organisational members. Levels of the model then proceed through individual, dyadic

relationship, group, and organisation-wide perspectives. In this presentation, I describe the model, including recent findings in neuroscience that underlie the experience, perception, and communication of emotion. I also present the results of studies conducted to date at various levels of the model, and conclude with a discussion of implications of the model for research and practice.

Accusations of racism: Have they become increasingly taboo?

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A ubiquitous feature of contemporary racist discourse is the denial of prejudice. During the last 50 years, social norms against openly expressing racist sentiments has led to the deployment of discursive strategies that present negative views of out-groups as reasonable and justified, while at the same time protecting speakers from charges of racism and prejudice. A closely related but largely ignored phenomenon associated with the denial of prejudice is the increasing social taboo around making accusations of racism in the first place. Such charges and accusations are invariably met with not only strong denials, but also moral outrage. Using a corpus of the 2001 Australian Senate Hansard speeches on the MV Tampa, amendments to the Migration Act, and the Border Protection Bill 2001, as data, we demonstrate how critics of the government's proposed bills, attend to this taboo by avoiding making explicit accusations of racism and instead, frame their criticisms in indirect and subtle ways. The implications for social change, and more specifically, challenging racist practices are discussed in light of these restrictive discursive practices in debates around 'race'.

Attributions of humanness to groups – should we stop getting all emotional or is that just human nature?

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R esearch in the area of infrahumanisation has consistently shown that people reserve the ability to experience uniquely human emotions to members of their ingroups over outgroups. However, it is presently not clear whether this differential attribution of humanness extends beyond emotions, in particular to the values attributed to groups. Moreover, following a recently-identified empirical distinction between characteristics that are "uniquely human" and "human nature", we examine which conception of humanness provides a better explanation for this phenomenon. We report two studies that show the central role of "human nature" beliefs in attributions

of both emotions and values to groups. The findings point to possible cultural differences in group-based attributions of humanness.

Heritage language loss and the implications for ethnic identity maintenance over time

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L anguage has been seen as a central pillar to ethnic identity. When the possibility of heritage language loss becomes imminent, therefore, concern turns towards the consequences for feelings of ethnic group membership. Heritage language researchers have indicated that the heritage language is so strongly associated with the individual's cultural background that heritage language loss could have negative implications for the sense of identity to the ethnic group. This study investigates the relationship between language and ethnic identity over time among Gaelic learners in Nova Scotia. In order to identify the specific processes of heritage language use, the Gaelic learners are compared to French (second language), learners living in the same English-speaking milieu. Path analyses reveal that, only among Gaelic learners, there is an initial separation of language and ethnic identity, but that, over time, ethnic identity is a direct outcome of language use. The results support Edwards' (1985), contention, at least in the case of heritage languages, that language and identity are not always strongly linked. It is suggested that this may be especially true in contexts where there is little opportunity for contact with members of the heritage language group.

Culture and causal relevance in judgements about mental disorder

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T wo studies investigated cognitive processes underlying judgements about mental disorder in Australian and East Asian samples. Differences were predicted in the amount of information participants from the two cultural backgrounds would use to explain abnormal behaviour, the type of causal relationships perceived among items of background information, and the extent to which abnormal behaviour would be deemed pathological. In line with hypotheses, East Asians used more background information to explain abnormal behaviour and perceived more complex causal relations among background information. Contrary to the hypothesis, East Asians pathologised abnormal behaviour to a greater extent than Australians. The label "mental disorder" was used more frequently by East Asian participants for "externalising" disorders and more

frequently by Australian participants for "internalising" and "psychotic" disorders. It was concluded that Australians and East Asians differentially use background information to pathologise behaviour and that differences are based on culture-specific cognitive styles.

Why anti-racist strategies in Australia don't work: Guilt, anxiety and avoidance

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The present project concerns inconsistency in the research literature on the effects of collective guilt, an intergroup emotion thought to motivate apology or reparation by advantaged groups towards disadvantaged groups. In some studies, collective guilt has motivated anti-racist action /attitudes, while in others it has failed to do so. We hypothesise that this contradiction occurs because the guilt is indirectly linked to anxiety, which moderates its impact on anti-racist attitudes and behaviour. Whilst at low anxiety collective guilt may motivate those suffering it to atone via apology or restitution, high anxiety may in effect prevent them from doing so. It is proposed that the anxiety will freeze or inhibit positive reparative intentions, and link guilt to avoidance rather than atonement. The present study measures collective guilt and anxiety by White Australians in relation to Aboriginal Australians, and tests the proposition that at high anxiety White participants will be driven to reduce feelings of guilt by avoiding Aboriginal people and issues, rather than supporting them, or offering apology. Social identity variables, as well as the moderational and mediational roles of intergroup emotions are also tested.

Psychological essentialism and social identification

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Psychological essentialism may provide an encompassing framework for conceptualising research on implicit person theories. Our previous work, has demonstrated that essentialist beliefs predict phenomena previously related to implicit theories in ways that explain and are not reducible to these theories. Recent research has sought to extend these findings into the area of social identity, viewing essentialist beliefs as individual difference variables that underlie social identification and group processes related to prejudice and intergroup perception. Findings of the present study, on the relationship between essentialism, ethnic identity and attitudes towards immigration, support the notion that essentialist beliefs covary with implicit theories, and predict social-cognitive processes that are the focus of implicit person theory research. The current findings have relevance to immigration, multiculturalism and the integration of ethnic groups within Australia.

Peep show shame? Observable shame characteristics upon exiting a sex related venue and the influence of gender and social group

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Socio-cultural cues have an influential role in shaping individual perceptions of acceptable sexual attitudes and behaviour. The social stigma attached to the sex industry not only addresses the objectification of women but evaluates the customers of sex services as 'immoral' which, in turn, tends to instigate a shame response in individuals who are socially aware. In addition, both objectification theory and research investigating gender differences in the organisation of guilt and shame, suggest that females are more likely to display shame in a social context - particularly where this context is sex-related. By contrast, feelings of anonymity brought on by a group environment have been shown to decrease concern for social evaluation. This study compares the observable expressions of shame exhibited by males and females when exiting a sex-related/peep show venue against a retail venue, either alone or in the presence of others. Findings suggest that, as predicted, individuals exiting a sex-related venue display more observable characteristics of shame than those exiting a retail venue, and that this response is enhanced when the individual is alone. In contrast to previous research no gender difference was found.

The effects of group status and legitimacy on the intergroup attribution bias

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Previous research shows that group members tend to make attributions for the successes and failures experienced by their group and its individual members that are relatively more favourable than attributions made for outgroup outcomes. The aim of the present research was to test predictions derived from Social Identity Theory and research that low status groups would be more likely to make ingroup-favouring attributions when group status was considered illegitimate, rather than legitimate, while high status groups would be more ingroup favouring when status was legitimate. Participants were led to believe they belonged to a group of people sharing a common problem solving orientation, and that the purpose of the study was to compare their performance on an aptitude test with that of an outgroup. After receiving information that manipulated the group status and the legitimacy of that status position, participants completed a test, and received feedback on each

group's performance. A self-report measure of their causal attributions for the outcomes and implicit measure of associations between the groups and stimuli denoting internal and external causes were then completed. Results suggest that the legitimacy of a group's status position does affect intergroup attributions. Directions for future research are discussed.

Mock jurors' responses to expert medical testimony in a homicide trial

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Expert medical testimony (EMT), is frequently presented in criminal trials to establish criminal culpability and cause of death. To date, EMT has not been investigated in criminal cases or in the Australian context. Preliminary results from a mock jury study will be presented. Two EMT variables were contrasted: type of EMT (clinical experience-based vs. research-based/statistical opinion), and the nature of expert contact with the deceased (examining vs. non-examining expert). Case type, based on actual NSW trials, was also contrasted: multiple infant death vs. euthanasia. Participants (undergraduate Psychology students), read trial summaries varying EMT content and completed a trial questionnaire, the Rational-Experiential Inventory (Short Form) and the Juror Bias Scale. The study findings suggest that mock jurors' confidence in their verdict and factual guilt judgments may be related to the type of medical testimony heard and their perception of whether the basis of that medical testimony is objective.

Females' discrepancies with "other" self-guides: How they impact on the link between rejection sensitivity and aggression in relationships

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Females typically aggress against "significant others". Downey and associates (e.g., Downey & Feldman, 1996), have investigated the role rejection sensitivity, the disposition to anxiously expect, readily perceive, and overreact to rejection, plays in women's aggression. Those high in rejection sensitivity perceive rejection in ambiguous cues more readily, and their partners are less satisfied with their relationships. However, the reasons differ by gender. Women are hostile and unsupportive whereas males are jealous and controlling. Also high rejection sensitivity females differentially engage in expressive or reactive hostility toward partners with hostility occurring only when rejection is experienced. This study examines the moderating role of discrepancies with beliefs about

how one's most important relational partner would ideally like (ideal other self-guide), or believes one should be (ought other self-guide), on the link between rejection sensitivity and relational aggression for females. We also examine the role of self-regulatory success; promotion and prevention pride. Consistent with Adyuk et al. (1999) other discrepancies moderated the impact of rejection sensitivity on relational, but not overt, aggression. In addition, higher promotion pride was related to greater overt aggression and lower relationship quality. The implications for relationship functioning are discussed.

Is gender a fixed basic category or a flexible self-category?

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This study represents a first attempt to explore the hypothesis that a re-conceptualisation of gender is required within self-categorisation theory to adequately understand the working of gender inequality in everyday life. Our argument is that gender, and possibly other structures of social inequality such as race, would be better conceptualised as categories that work in the background to structure social practice in general to the advantage of the dominant group, rather than merely as categories that have discrete applicability. Underpinning this understanding is the idea that gender inequality is reproduced through a process of chronic accountability to contextually and strategically defined norms that seek to disadvantage and restrict the behaviour of the subordinate group in general. This study compared perceptions of male and female political spokespersons under gender salient and gender not salient conditions. In both the gender salient and gender not salient conditions, gender had relatively constant effects. In particular, women were judged more harshly than were men when they spoke in a more hesitant and less confident manner. Such findings highlight the need to consider the working of this category as a subtle background process that constrains practice and results in the reproduction of gender inequality.

It's not like Adam and Eve, Adam and Eve didn't use condoms

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Condoms can be highly successful in preventing transmission of many common sexually transmitted infections (STIs) and are integral to many safer-sex strategies and campaigns, such as New Zealand's recent "no rubber, no hubba-hubba" campaign. However, high STI rates globally, and in New Zealand, suggest this relatively simple strategy is not properly utilised. A wealth of research on

heterosexual individuals has demonstrated apparent intense dislike of condoms. This paper reports a thematic and discursive analysis of data collected in 15 focus groups (58 primarily heterosexual Pakeha participants aged 16-36), for a project on the social context of heterosexual STI transmission. Condoms were overwhelming reported in negative terms, in ways remarkably consistent with previous accounts. Here, I consider the effects of two particular features in this condom-talk: the invocation of condoms as in a 'battle' with sex and pleasure, and the related subtle construction of sex and condoms as separate (and oppositional). These effectively construct condom-wearing-heterosex as not really proper ('natural'), sex at all – certainly not the sort of sex Adam and Eve had, invoked as the most 'basic' sex - and provide an ongoing resource for resistance to their use.

Accommodating culturally different others and their worldviews: Extending terror management theory

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Previous research from the Terror management theory perspective shows that mortality salience (MS), accentuates negative responses to outgroup members and their alternative worldviews. Yet, the theory also proposes that MS can lead to positive responses to these people and their views. One such response posited by the theory, to date under explored, is accommodation of outgroup members and their alternative worldviews, or incorporating aspects of the alternative worldview into one's own. This study aimed to test the accommodation proposition by manipulating MS, the identity of a target (ingroup or outgroup member), and the content of the target's view, which was consistent (egalitarianism), or inconsistent (conformity), with the Australian participants' worldview. Measures of egalitarianism and conformity were completed to test under which conditions participants accommodated the target's view. MS led to stronger agreement with the outgroup target's view, only when the target espoused a worldview that was consistent with participant's views. Inconsistent worldviews were accommodated most when the target was an ingroup member and participants were under conditions of MS. However, MS reduced accommodation of the alternative worldview when it was presented by an outgroup member. Altogether, the findings qualify TMT assumptions concerning the effects of MS on accommodation.

Saying "I Do": Examining the relationship between attachment style and motivation to marry in young adults

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This study investigated the relationship between attachment style and attitudes towards marriage. Young adults (276 female and 65 male), aged between 18-25 years took part in the study. All participants were in heterosexual relationships of at least one year. Attachment style was found to be related to desire to marry, reasons for marriage, and the types of relationship participants formed. Interestingly, attachment was unrelated to the participants' ideal age of first marriage and participants' expectations of how marriage would improve their life. Previous research was supported with secure attachment being related to increased relationship satisfaction and commitment. Although attachment was related to the decision to marry in young adulthood, enduring relationships with high levels of commitment best distinguished those who married from other participants. A feature of this study is that attachment style was assessed both as dimensions and using Bartholomew and Horowitz's four category model. It is also noteworthy that the data collection for this thesis was completed entirely on the internet. Further studies are recommended to investigate the stability of attachment over the duration of a relationship and the normative development of adult romantic relationships.

The influence of socio-moral disgust on implicit anti-fat attitudes

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Particular mood states can influence the degree to which prejudice is directed towards stigmatised social groups. To extend previous research, the present study investigated the extent to which socio-moral disgust influences implicit anti-fat attitudes. Student participants were exposed to a disgust, sadness or neutral mood induction procedure, and administered pre and post-induction Implicit Association Tests (IATs), to gauge reflexive anti-fat evaluations. These IATs were designed to reveal implicit associations between fat/thin and good/bad word categories. The results revealed that immediate anti-fat judgements increased significantly from pre to post mood induction for participants in the disgust condition, but not for participants in the sadness or neutral conditions. The theoretical and methodological issues pertaining to the present study will be discussed in regards to the relationship between mood, implicit cognition and automatic prejudice toward fat individuals.

Measuring implicit attitudes in young children

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The viability of the Implicit Association Test (IAT) not previously used with children below age six, was investigated for measuring very young children's attitudes. Initially, 100 children aged three to seven years used a non-verbal adaptation of the classical IAT, responding via a touch-screen. Pictures of flowers and insects were used, but smiling and frowning facial icons replaced the evaluative words of the classical IAT. Ninety-four children were able to understand and complete the task with accuracy above 75%, and their data displayed the usual flower-insect IAT effect. They then attempted a similar IAT, categorising pictures of overweight versus thin female bodies and the same facial icons. Again, a majority achieved 75% accuracy, with significantly faster mean responses to congruent than to incongruent pairings of stimulus classes. This indicated an implicit preference for thin bodies over larger bodies. The IAT effect was obtained with the youngest children in the sample, and was fairly consistent across age and sex. These results suggest that a suitably adapted IAT is effective for measuring implicit attitudes in very young children, with potential for future attitudinal research in pre-schoolers, and that the "thin ideal" is internalised at an early stage of development.

Respecifying 'moods' as normatively accountable devices: Accounts and methods of account production in therapy talk

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Bipolar disorder is a relatively common and disabling psychiatric disorder that is characterised as being principally a disorder of 'mood'. What is of some interest is that 'mood' is a conceptually fuzzy term that remains generally unexplicated in the clinical literature, and also appears highly ramified in vernacular usage. The current paper reports an empirical investigation of how 'moods' feature in therapy talk involving a clinical psychologist and bipolar clients, drawing upon ethnomethodology, conversation analysis, and membership categorisation analysis. Analysis is presented that briefly describes some perspicuous instances of 'moods' operative as kinds of devices; as collections of various categories that are vernacularly rendered, reflexively organised, normatively accountable descriptions of conduct. A more detailed analysis is provided of an instance in which a psychologist provides an ascription of a putative 'mood' to a client, that the client rejects, with some explication of how such 'mood' ascriptions may serve to invalidate both accounts and methods of account production.

How to lose friends and disgust people: The Slime Effect and groups

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The Slime Effect (Vonk, 1998), refers to the way in which an individual who behaves likeably towards superiors and dislikeably towards subordinates or peers is evaluated. The present study, drawing on the social identity approach, examined the effect of target group membership on the Slime Effect. Using contrived diary vignettes of a protagonist's day at the university, participants (N = 118), assessed the protagonist's behaviours, which were varied according to a 2 (target behaviour: slimy/non-slimy), ˙ 3 (group membership: ingroup/outgroup/control), between-groups design. Participants' perceptions of the likeability and sliminess of the target were assessed. In addition, perceptions of the target's trustworthiness, manipulativeness, and dependency were assessed as potential mediators. Analyses revealed that slimy persons were perceived as more dislikeable. There were, however, no interactions between the independent variables. Furthermore, perceptions of slimy behaviours were partially mediated by untrustworthiness, manipulativeness and dependency. The findings were discussed in relation to social identity perspectives on deviance and impression formation. A program of further studies in the area will be outlined.

A quantitative approach to identify potential entrepreneurs: A study based on Indian culture

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Entrepreneurial development plays a major role to maintain a healthy economic structure of a country. Though the importance of socio-psychological factors on entrepreneurial success is well recognised in the existing literature, still there is a strong need for developing a quantitative model in order to estimate the future economic success of an individual who is willing to become an entrepreneur. Keeping this in view, this article makes an attempt to build a tree structured classification and regression tree model for estimating economic success of the entrepreneurs. This study has a strong practical implication, especially, for the financiers who have a strong need to identify the potential of an entrepreneur in a comprehensive way.

Am I being treated fairly by my leader? The roles of group identification and self-other comparisons in judgments of procedural justice

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The current experiment focuses on the roles of social identity and social comparison in perceptions of procedural justice. Participants are randomly allocated to conditions in a 2 (whether the participant has the opportunity to voice an opinion), X 2 (whether the comparison other has the opportunity to voice an opinion), X 2 (whether the comparison other is an ingroup or an outgroup member), between-subjects design. Participants are then asked to report the extent to which they perceive the procedure they are involved in to be fair. It is predicted that participants will have a strong feeling of procedural unfairness when they are not given an opportunity by the leader to voice their opinion, but learn that their comparison other is given that opportunity. It is also predicted that the feeling of unfairness should be stronger when the comparison other is an outgroup rather than an ingroup member. Additionally, participants receiving a fair treatment may regard the procedure as fair when their outgoup comparison other receives an unfair treatment. Results support these predictions and reveal that how people make judgments of procedural justice through social comparison is qualified by the social identities of the parties involved.

Avoiding heterosexism in teaching social psychology

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Critical social psychologists have critiqued the ways in which heterosexism is embedded in the discipline of psychology. Although there have been some suggestions for generating psychology curricula that are inclusive of lesbian, gay, bisexual, trans and queer (LGBTQ), issues, there has been little consideration of how best to avoid reproducing heterosexist assumptions in our everyday teaching practices, and of developing positive learning environments for LGBTQ students. Drawing on interviews with 24 pro-LGBTQ heterosexual academics and LGBTQ academics and students, we highlight some commonly identified heterosexist teaching practices, and suggest ways for challenging and resisting such practices. Such practices include the uncritical and uncommented upon use of heterosexist teaching materials, making heterosexist assumptions in the use of language and examples, and using exercises that force LGBTQ students to either 'come out' or to lie about their sexuality. We argue that such practices

contribute to the hidden curriculum of heteronormativity that pervades higher education and create a less than optimal learning environment for already marginalised students. Suggestions for change include identifying pro-LGBTQ teaching materials or identifying (and encouraging students to identify), the limitations of heterosexist materials, and using inclusive language and examples (and not assuming that all students are heterosexual).

'Would we both wear dresses?' Same-sex couples' accounts of relationship celebrations

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Although there is some evidence to suggest that 'gay weddings' are becoming increasing popular among same-sex couples, it is not clear what meanings relationship celebrations hold for same-sex couples in the UK and elsewhere. Debates about same-sex marriage are typically either/or debates – same-sex marriage is the path to equality or the path to normalisation, there is little space for considering the multiple meanings of relationship recognition and celebration. Our analysis of 44 lesbians' and gay men's accounts of relationship celebrations reveals that such polarised debates cannot account for the complex ways in which same-sex couples understand their relationships. We consider whether or not the participants had celebrated their relationship in some way, and how they defined and made meaning of such celebrations. Then we consider the broader meanings relationship celebrations held for the participants. Most participants had not publicly celebrated their relationship, but most acknowledged something akin to a private celebration (some, however, were reluctant to characterise it as such). Some presented relationship celebrations as irretrievably heteronormative, whereas others argued that relationship celebrations carry some potential for challenging the invisibility of same-sex relationships, and others still argued that such celebrations have both resistive and assimilationist possibilities.

Narcissism and reactions to interpersonal feedback: The moderating role of self-worth contingency

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Narcissists possess highly positive yet fragile self-views that are highly dependent on, and reactive to, interpersonal feedback. This study investigated the self-presentational, affective, and cognitive reactions of narcissists to feedback about themselves in domains on which their self-worth was, or was not, contingent. Using a 2 (narcissism: high or low), x 2 (feedback valence: positive or negative) x 2 (feedback domain:

morality or competitiveness) x 2 (self-worth contingency: high or low), design, participants were led to believe that they were participating in the trial of an on-line personality assessment centre, and were subsequently emailed self-relevant personality feedback supposedly formulated by a staff member from the centre. Participants then responded to the feedback provided. Results demonstrated that narcissists responded to negative feedback with higher levels of self-promotion in the feedback domain and greater anger, as compared to non-narcissists. A significant three-way interaction demonstrated that narcissists with a high degree of self-worth contingency in the feedback domain reacted to negative feedback with drops in self-esteem and increases in self-reported depressive symptoms. Conclusions suggest that a combination of high narcissism and high self-worth contingency makes narcissists particularly vulnerable to the development of Axis I psychopathology.

Self-reported risk perception, mood and risk behaviour across the human menstrual cycle

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Normally ovulating women exhibit a decline in risk behaviours that may lead to sexual assault during the fertile phase of the menstrual cycle, whereas women using the Pill do not. The current study tests two explanatory models: the mood and fertility models. Self-reported risk and non-risk behaviours, mood, and risk perception in sexual assault and physical risk domains were assessed by testing fifty-one women at menstruation and during their fertile period. Based on the decline in risk behaviours shown in past research, the fertility model predicts that normally ovulating women will display greater risk perception during the fertile phase of their cycle. The mood model predicts that at menstruation, when negative mood is highest, risk perception will be increased and risk behaviours correspondingly reduced. Risk behaviours did not vary over the cycle or between groups. Overall, results support the mood model. Negative mood was greater at menstruation and positive mood during the fertile period for both groups, rational risk perception was correspondingly greater at menstruation. The fertility model was not supported as risk perception ratings did not vary in the expected direction and ratings were not specific to the sexual assault domain.

Genetic metaphors employed in UK newspapers

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Issues surrounding genetics and genomics have been the topic of increasing controversy and debate in recent years, particularly with respect to genetically modified crops, and stem cell (and other human genetic), research. As part of a larger project examining the representations of genomics in a range of data from the UK, we analysed the use of genetic metaphors in a sample of British newspapers. These metaphors were drawn on in discussions of topics unrelated to genomics, and indicate the extent to which terms such as 'genes' and 'DNA' have entered into everyday discourse. In this paper, we illustrate examples of such metaphor use, and draw on a discursive approach to investigate functions and broader implications of the reproduction of genetic discourse in this way.

Public opinion and trust in scientists: The role of the research context and perceived motivation

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Much has been written about the effects of commercialisation on the integrity of academic inquiry. Yet little work has examined the impact on public opinion and trust. This research investigates change in public attitudes across private and public scientific contexts, using the example of stem cell research. A representative sample (n = 403), of Australians who were exposed to information relating to privately funded scientists were significantly less likely to approve of stem cell research than those who were presented with scientists working within a publicly funded University (n = 401), and a control condition (n = 404). Regression analyses revealed that the decrease in approval was associated with the tendency of privately funded scientists to be trusted less than their publicly funded counterparts. Trust in University scientists was also found to be higher than private scientists because publicly funded scientists were perceived to be motivated more by benevolence and less by self interest than those working in a private company. The implications of these results are discussed in relation to the possible decrease in public trust that may occur alongside the increasing privatisation of academic inquiry.

Mediation versus litigation: The effects of family court procedure on fairness, perceptions of the court, and party relations

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Current governmental and legislative reform, such as the establishment of Family Relationship Centres and the Shared Parental Responsibility Bill, will effectively increase the number of child residence disputes that will be considered under mediatory, rather than litigation based, procedures. The current push for the use of mediation in child residence disputes appears to be based on the notion that it is a fairer and more conciliatory procedure than litigation. This assumption is partially supported by previous research, which suggests that litigants (but particularly men), perceive mediation as fairer than litigation. However, we argue that even if parties perceive a process as fair they will not necessarily have conciliatory behavioural intentions. We examined the impact of procedure (mediation or litigation) perceived court bias (towards men or women) and men's relative status to women (equal or high), on men's perceptions of fairness, behavioural intentions towards the procedure and the Family Court, and their ex-partner. Results indicate that whilst men were satisfied with the Court under conditions of mediation, this did not necessarily translate into cooperative intentions towards the other party. This was particularly true for participants who perceived themselves as being high status relative to women.

Not if but when: Out-group reactions to the timing of disclosure of an individual's same-sex attractions

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One factor that research suggests impedes positive contact between outgroup members is the experience of anxiety that can occur when anticipating negative consequences of such interactions. Research examining attitudes and behaviour towards same-sex attracted individuals indicates that this intergroup anxiety is particularly evident when the anticipated interaction involves members of the same gender. The current studies investigate the effect of timing of disclosure of a person's same-sex attractions in an effort to identify a means of reducing this anxiety. Study 1 uses a hypothetical scenario to gain insight into participants' stated preferences for early or delayed knowledge of a person's sexual orientation. Results reveal an association between experiencing close contact with gay individuals of the same gender in real life (but not opposite gender), and a preference for early disclosure. Results from an experimental study concur with these findings. After a face-to-face interaction task with a confederate of the same gender, participants sit further from the confederate for the late disclosure condition when compared with the early disclosure and no disclosure control. Future studies investigating the interaction between timing of disclosure of same-sex attractions and the intimacy of disclosure (casual vs. intimate), are discussed.

Workplace bullying or bad behaviour in Australian organisations: Prevalence and employers' and employees' perceptions and interpretations of the phenomenon

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Workplace bullying is a complex phenomenon that has received little attention in Australia compared to other countries. This study contributes to the discussion on workplace bullying by studying the experience in an Australian context. A sample of 151 well-educated participants encompassing a range of ages, professions and organisations completed a questionnaire containing two inventories of negative behaviours, a global definition of workplace bullying and a number of single item questions pertaining to respondents' experience of bullying, as well as responding to nine vignettes depicting workplace bullying scenarios between two main actors. An analysis of the behaviour inventories suggested that the Negative Acts Questionnaire (NAQ-R; Einersen & Hoel, 2001) as a shorter and simpler tool to administer, is a more suitable tool. Factor Analysis of the NAQ-R revealed two main factors: work-related bullying and personal bullying, supporting previous research, with the majority of behaviours experienced being work-related, and the main contributing factor of the workplace bullying behaviours being the personality of others. Consequently, assisting employees and employers in better understanding workplace bullying may greatly reduce, and perhaps prevent, workplace bullying from occurring in the workplace.

The 'gay gang murders': 'Non-bodies' and 'grievable lives'

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During the 1980s and early 1990s, two men were found dead, two vanished, and others reported being gay-bashed in the vicinity of the Marks Park beat, bordering the panoramic Bondi-Tamarama walkway. With the exception of one murder, these events, recently dubbed the 'gay gang murders', were not properly investigated, or constituted as crimes, until more than a decade later when an investigating officer noted a number of similarities between the

incidents. A taskforce named Operation Taradale was set up to examine links between the suspicious deaths – originally dismissed as suicides, accidents or one-off attacks – and 'gay hate gangs' which existed in Sydney at the time. Following this investigation a coronial inquest was staged and numerous findings and recommendations delivered. In this paper I will apply Judith Butler's reading of the 'grievable life' to that of the 'gay gang murders'. In marking a trajectory of the discursive shifts that have occurred in relation to the (presumed gay), victims, I will examine how they have been situated as illegitimate, disposable 'non-bodies,' and more recently, as 'bodies that matter', lives worthy of public recognition and mourning.

Indelible ink/dynamic meaning: An exploration of the role of meaning in the lived experiences of tattooed individuals

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The process of tattooing has been present in human communities and cultures for centuries in almost every region of the world and, in many cultures, tattoos are an important part of traditional life and are worn with pride. In Western cultures, however, tattoos are often associated with deviance and even criminality. The aim of this study was to explore the complex and changing meanings which participants attributed to their tattoos. Interviews were conducted with 13 tattooed individuals and were analysed using interpretative phenomenological analysis. Findings suggest that the decision to become tattooed is closely related to social and emotional transition, that there are multiple levels of meaning attributed to their tattoo(s), by the individual, and that tattoos may sometimes be actively used in the management of emotion. It is suggested that a shift is needed in the understanding of tattooing, especially the present academic tendency to investigate tattoos in association with deviance or "at-risk" status.

Language abstraction and perceived power of describers

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According to the linguistic category model, descriptive language varies across four levels of abstraction from concrete (e.g., "Rose is smiling"), to abstract (e.g., "Rose is happy"). Research shows that we produce language that reflects our biased beliefs about individuals and groups. These beliefs are then passed onto recipients. However, when we talk about others, we also convey information about ourselves. Little research has focussed on what recipients infer about describers from language abstraction. Some recent research demonstrates that recipients of abstract descriptions infer more bias on the part of the describer and make stronger inferences about the attitudes that describers hold about the people they describe. The research presented here examined the impressions that recipients form about describers' traits and characteristics based on their use of language abstraction. Results suggest that language abstraction is a cue to a describers' status or power. In particular, recipients perceive describers who use more abstract language to be higher in socio-intellectual status than those who use concrete language. However, recipients infer little about a describers' warmth or likeability on the basis of language abstraction. Implications of these results for research on powerful/powerless language styles will be discussed.

Mind your language! Inhibiting the expression of beliefs and stereotypes

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According to the linguistic category model communicators use different levels of language abstraction from concrete ("Rose is smiling"), to abstract ("Rose is happy"), when they describe others' behaviours. Communicators use more abstract language to describe expected behaviours and concrete language for unexpected behaviours. Although research shows that this is, to a large extent, an unconscious process, we have demonstrated elsewhere that communicators are able to recruit language abstraction when they have a conscious communication goal such as when describing behaviours favourably or unfavourably. The aim of the present research was to examine if communicators can also inhibit the effects of beliefs on language abstraction when they consciously intend to do so. In a series of experiments, participants were presented with information about targets, their behaviours and the stereotypicality of their behaviours. In each experiment, half of the participants were asked to disregard this information and describe the targets' behaviours in an unbiased way. The remainder were assigned to a control condition. Results revealed that people were able to inhibit linguistic biases under conditions where expectancies were experimentally-induced. However, under circumstances where expectancies were more long-standing (e.g., stereotypes) inhibition did not occur.

Reducing automatic racial bias towards Aborigines by adapting the accuracy motivation paradigm

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Research shows that people are more likely to misidentify harmless objects as guns when held by Black men than when held by White men. Plant,

Peruche and Butz (2005), developed a method, based upon the accuracy motivation paradigm, to eliminate or reduce this bias. Participants pretending to be police must quickly decide whether to shoot a suspect based upon evidence of a weapon rather than on racial characteristics. Evidence of bias, operationalised through stereotype incongruent errors, is significantly reduced through repeated exposure to this simulation. The current work substitutes Aboriginal faces in a Shoot simulation to test the effectiveness of this method in Australian conditions (Study 1). It found no bias related to Aborigines paired with guns. When the racial stereotype of drunkenness (alcohol), is paired with Aborigines (Study 2) bias detected at the beginning of the experiment is significantly reduced at the end of the experiment. When measures of explicit prejudice are compared (Study 3) high prejudice participants demonstrated greater initial bias as well as greater bias reduction after training. Results are discussed in terms of the strengths and limitations of this method for reducing prejudice.

Support for diversity initiatives in organisations: An intergroup perspective

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Despite institutional commitment to diversity initiatives (e.g., affirmative action), employees often harbour negative attitudes towards such initiatives and their beneficiaries. Dispositional variables (e.g., neo-sexism), have often been implicated in these negative reactions. We reason that more immediate group-based beliefs (e.g., subjective beliefs about the intergroup context), also shape attitudinal and behavioural reactions and that individual and group-based beliefs are rationalised through appeals to justice and fairness concerns. In this study using early career academics we examined the role of individual differences and socio-structural beliefs (about the stability, legitimacy and permeability of the intergroup situation), to feelings of relative deprivation, perceived justice and attitudes towards gender equity initiatives. Results provided support for the role of group-based beliefs and for the mediating role of justice concerns.

Narrative transportation, interpersonal discussion, and anti-smoking advertisements

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This study presents preliminary findings from a program of research investigating narrative social influence in the context of health promotion campaigns. Social psychological research has demonstrated that narrative communication is processed in a way that differentiates it from other communications, and that fictional narrative can influence personal beliefs and attitudes about the world. An individual characteristic mediating this effect is "transportability" (the generalised tendency to become absorbed in a narrative). In the public health domain, anti-smoking messages featuring a story-like personal testimonial have been shown to be most effective at influencing smoking attitudes. Narrative also facilitates further transmission of information through interpersonal communication. In the current study, the relationship between narrative anti-smoking advertisements, interpersonal discussion, and smoking behaviours are investigated using a population survey (n = 3000). It is hypothesised that narrative anti-smoking messages will encourage more discussion, and will be more likely to be reported to be helpful by individuals who have recently quit smoking, than non-narrative messages. Results will be discussed in terms of the psychological mechanisms at play, in particular, narrative transportation.

Why and when does having a say matter?

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The literature on procedural justice aims in part to discover practices that will encourage parties to a decisions made by authorities to see their decisions as fair and acceptable. The Control model suggests that having control over decisions is of primary importance to parties in influencing perceptions of fairness. On the other hand, the Group Value Model, suggests that when authorities are ingroup members the provision of positive treatment that demonstrates respect (without decision control), is sufficient to encourage these perceptions. In contrast, only when authorities are outgroup members does symbolically valuable treatment becomes less important and instrumental control and good outcomes take precedence. In an experimental study we tested the relative impact of the provision of (a), respect and (b), instrumental control from (c), in- and outgroup authorities. Taking the above models together, we expect that respect will matter most under ingroup authority conditions while instrumental control will matter most under outgroup conditions. Results are discussed.

Analysis of the speech of dying patients with cancer on end-of-life decision-making

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Patients with cancer approaching the end of life were interviewed about "do not resuscitate" (DNR), orders. Twenty-eight patients (mean age 61, 13 female), had semi-structured interviews recorded, transcribed, and subjected to discursive analysis. The patients spanned 11 different cancers from which 23

(82%), died within 12 weeks of interview. Fifteen patients had a DNR order on file at interview, with a further 8 later documented. However, for half of all participants there were discrepancies between their views at interview and what was recorded. Participants often spoke of resuscitation as a medical intervention which may stop an appropriate peaceful death. Most believed patients should make the DNR decision, stressing individual autonomy, but some preferred a shared decision with physicians or family. There was no consensus on the appropriate timing of a DNR discussion. A minority favoured an early discussion before possible mental incapacity, but those supporting deferring discussions until DNR orders became pressing wanted to spare patients the negative emotions of an earlier discussion. There was variation about who should decide when to discuss, some believing it to be the patient's decision but others deferring to the physician's experience. DNR policies must allow the flexibility to accommodate diverse individual patient wishes.

Hoping is better than hope: A discursive analysis of dying cancer patients' talk

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This report examines the discursive properties of hope as employed during semi-structured interviews with 28 patients in the final phase of terminal cancer. Hope (or some derivative thereof), was used by 26 persons (including the interviewer) a total of 80 times. Confirming previous research, in this context hope-as-a-noun invariably referenced the medical domain—focussing either on the objective probability of medical cure (typically taking the negative form "there is no hope") or the subjective possession of the patient, needed to fight their disease. Positioning the patient as relatively powerless and subject to external forces, this hope was most commonly associated with absolute solutions, and life-and-death stakes. Hope-as-a-verb emphasised the patient's active engagement in life, identifying what was good and positive for them. It was used to assign responsibility to others, to indicate and establish solidarity or agreement between the speaker and others, effectively strengthening interpersonal ties between individuals. Through hoping, patients established connection with others and with the future. In the context of interactions between patients and clinical staff, we conclude that the use of hope-as-a-verb may have benefit, enabling the patient—even when dying—to focus on the positive.

Perceived legitimacy in relation to deservingness, entitlement, and resentment in the context of affirmative action and performance

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This study tests a model that relates the perceived legitimacy of a promotion committee's decision to the deservingness and entitlement of a male or female candidate for promotion and to resentment about the decision. Deservingness was manipulated by information about the quality of the candidate's performance; entitlement by information about an affirmative action policy. The model also included effects of evaluations of the candidate's personality, measured by using derived measures of negative personality and assertiveness based on ratings of each candidate. Results showed strong effects of perceived deservingness on perceived legitimacy that were partially mediated by resentment. Perceived entitlement also influenced perceived legitimacy. Personality variables had their main influence on deservingness. Gender bias occurred especially in regard to resentment and when the male candidate was promoted. The study extends deservingness theory to a new and important area and provides further evidence for the distinction between deservingness and entitlement.

Identity barriers to engaging in proenvironmental behaviour

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Previous research has shown that engaging in pro-environmental behaviours can have a stygmatising effect for those who take part in those activities. This suggests that the identity consequences of pro-environmental behaviours may act as a barrier to engaging in these types of actions. This idea was investigated in a study assessing whether university students' preferences for status-related or pro-environmental actions was influenced by prevailing group norms. Participants in the control condition and the status norm condition were equally willing to self-present as high status and pro-environment, however, participants in the environmental norm condition were more willing to self-present as pro-environment than status concerned. These results suggest that willingness to engage in pro-environmental behaviours may be higher in contexts where the identity consequences of these actions are positive. Preliminary results from a second study investigating identity consequences of pro-environmental behaviour will also be presented. Implications of the findings for strategies or campaigns aimed at increasing environmentally sustainable behaviour will be discussed.

Relationship satisfaction of mothers returning to work or study

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The main aim of the study was to examine the mediational effects of commitment and level of conflict on the relationship between attachment and relationship satisfaction of mothers who had recently returned to work or study. It also explored the relationship between attachment and commitment in the prediction of conflict resolution styles. The sample comprised 96 women aged from 29 to 46 years who were currently in a marital relationship and had two or more children with their current partner. Participants completed a self-report questionnaire which measured their scores on the two higher-order attachment factors (anxiety and avoidance) commitment, level of conflict, satisfaction, conflict resolution styles (voice, neglect, loyalty and exit), and social desirability bias. As predicted, commitment and level of conflict were generally found to mediate the relationship between attachment and satisfaction. It was also found that avoidance, but not anxiety was a significant predictor of three of the four conflict resolution styles. Commitment was found to be a significant predictor of exit only. The present findings have important implications for the development of intervention strategies for marital therapy.

Patterns in the formation and performance of groups amongst undergraduates

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The determinants and effects of group formation have been investigated from different perspectives by psychologists, sociologists, and economists. Each discipline structures its approach based on its particular theories regarding likely causality in the formation process, and the set of outcomes that could potentially be affected by identified group processes. This paper offers an alternative strategy for understanding group processes, which explicitly does not attempt to identify ex ante the causal factors that underlie group formation. Instead, we use exceptionally detailed information from the University of South Australia to provide a detailed, numerically-based description of dynamic study group formation, dissolution, and reformation processes, based on a mapping of students into and out of small study groups in one introductory economics course. In the process, we explore the extent to which group patterns are related dynamically to students' individual classroom test performance. Results consist of an objective, numerical view of human sorting, which is used to illustrate the extent and nature of the link between group processes within a classroom over time and individual student behaviour.

Identity and disability: Severity, labelling, communication strategies and impressions of speakers with aphasia

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People with aphasia (PWA), manage their identities in the context of significant communication impairment that attracts negative stereotypes and expectations by others. In this study, three women with aphasia (ages 30 to 35), had two conversations with a non-aphasic female partner of the same age. In half the interactions, partners employed strategies designed to evoke optimal speech in PWAs. Participants (N=180), watched the videotapd conversations and gave behavioural judgements, self- and other-stereotypes of both interactants. Results indicated that the largest influence on judgements was severity of aphasia; the moderate speaker was rated more negatively than the mild or very mild speaker. Interestingly, this speaker was rated more positively but her partner more negatively when conversation strategies were employed, whereas ratings of other speakers and partners were unchanged. These results indicate that people with less severe aphasia may usefully employ a strategy of passing, while PWA with more significant impairment may profit from incorporating aphasia into their identity.

Exploring fundamental needs by rejecting people: Does cyberball still work?

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Recent research has noted that motivational theories can be tested under conditions of needs thwarting (e.g. rejection). We used Cyberball to thwart needs associated with inclusion and exclusion. Results suggested that the four needs hypothesised by Williams (2001), may not be distinct, in line with sociometer theory. However, given the poor psychometric properties of the measures used, replication with behavioural measures is necessary. Furthermore, debriefing of participants in a further study raised doubts regarding Cyberball's effectiveness as a rejection manipulation. A critical review of the Cyberball literature suggests that although proponents claim Cyberball shows an evolutionary adaptive primal reaction to rejection, the evidence is inconclusive, as the behavioural and brain imaging evidence could be due to frustration, not rejection. Users of Cyberball are encouraged to attend to share their experiences with this paradigm.

Developing leadership aspirations

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A vast quantity of research has examined leadership outcomes, leadership effectiveness and leadership emergence, but there is less literature that explores why people want to become leaders and the factors that promote or develop aspirations to lead. This study, examined the role of individual differences (extraversion, conscientiousness and self-leadership) experiences with one's leader or manager (transformational leadership and leader-member exchange), and broader organisational factors (perceived organisational support and psychological empowerment), as predictors of leader aspirations. A group of 109 employed students completed a self-report survey about their personal characteristics, their leader and their workplace. Results of a hierarchical regression analysis revealed that employees' perceptions of their leader and organisational factors explained a significant amount of additional variance in leader aspirations over and above individual factors. These findings support the idea of taking a multi-level approach to leadership aspirations and leadership in general.

Mood and persuasion: Elaboration likelihood or self-categorisation salience?

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People in a negative mood have been found to be more receptive to persuasion by a strong message than those in a positive mood. Previous explanations for this have focused on the impact of mood on message content elaboration. However, these studies have always used counter-attitudinal messages, arguably akin to outgoup messages. This present research argues that mood, more importantly, is likely to decrease the fit between oneself and a positive social category, reducing the salience of this group membership, thus leading a counter-attitudinal/ outgroup message to be more convincing. This hypothesis was tested by manipulating message source: ingroup/ outgroup and intergroup comparison: present/ not present, as well as mood. The reduced ingroup fit hypothesis received support on the dependent variable of persuasion whilst that of elaboration likelihood did not. In terms of ingroup salience, the above hypothesis only received partial support, though these data contained possibly meaningful heteroschedasticity. The implications of these findings for persuasion, and also self-categorisation, will be discussed.

Perceived threat and intergroup bias: Some moderators and mediators

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Although the relationship between perceived threat and intergroup bias is reasonably well documented in the literature, little empirical attention has been devoted to the nature of mediating or moderating variables. This minimal group study examines the relationship between perceived threat and intergroup bias from a social identity and integrated threat theory perspective. 240 participants (166 females), participated in a 2 x 2 x 2 between subjects design in which Threat (high vs low) Target of Threat (personal vs group), and Outgroup Salience (high vs low), were manipulated to test for moderation. Regression analysis was employed to examine the moderating effects of ingroup identification and the mediating effects of intergroup anxiety. Results indicate that target of threat and ingroup identification both moderated the relationship between threat and intergroup bias and that intergroup anxiety mediated the relationship. Results are discussed in terms of implications for the reduction of intergroup bias.

Ingroup and outgroup attitudes of ethnic majority and minority children

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Research indicates that ethnic majority group children show a consistent preference for their ethnic in-group, whereas the ethnic preferences of minority groups are less conclusive. The present study assessed the ethnic attitudes of 5 – 12 year old children from an ethnic majority group (59 Anglo-Australian), and a minority group (60 Pacific Islander). Participants rated members of Anglo-Australian, Pacific Islander, and Aboriginal (indigenous Australian), groups using a modification of the MRA. Results revealed that the majority group participants rated the in-group more positively than the two out-groups. The ethnic minority participants rated the in-group and the ethnic majority out-group equally positively, while the Aboriginal group was rated least positively. Participants also indicated a preference for in-group neighbours by both the ethnic majority and ethnic minority with the Aboriginals being least preferred as neighbours. The results also revealed that these effects varied with age for the ethnic majority, but not the ethnic minority group participants. The results are discussed in relation to findings on children's ethnic attitudes.

The effects of team status and supporter group status on supporting a sport team

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For most sports fans their self-concept is also related to their identity as a supporter of a specific sport team. The Collective Self-Esteem Scale (CSES), with four subscales (group membership, private self-esteem, public self-esteem, and identity), was evaluated as a predictor of supporter identification with their supporter group and their team; and then correlated with a recently developed commitment scale, with four subscales (loyalty, attendance, individualism, and identification). In experiment 1 Welsh and Irish rugby supporters (N=92), were handed either positive or negative false information about the status of their in-group. Both the CSES and supporter commitment scale were highly significant (F= 110.689, p < 0.01, F=4.803, p < 0.05). In experiment 2 Welsh supporters (N=82), were handed either a positive or negative false information about the status of their team. Both the CSES and supporter commitment scale were not significant, although subscale identification was (F= 9.048, p < 0.05). Consistent with social identity theory, low status affected identification in both experiments. However, low status lowered collective self-esteem when their supporter group status was threatened. In addition, results show group membership was important regardless of supporter group status.

The effects of mortality salience on intergroup attribution biases

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This research is an investigation of people's susceptibility to making ingroup serving causal attributions for success and failure. In Study 1, participants were asked to rate the extent that ability, effort, task ease or luck could be used to explain the academic success of ingroup or outgroup members. Participants in Study 2 were asked to make similar attributions to explain the professional success or failure of an ingroup or outgroup target. In both studies, mortality salience was manipulated to determine its effect on causal attributions. Based on previous research, it was expected that ingroup success and outgroup failure would be attributed to ability and effort, ingroup failure and outgroup success would be attributed to task difficulty or luck, and that mortality salience would enhance such tendencies. The findings showed that participants made strong group serving attributions for success and failure in both studies. However, the effect of mortality salience was mixed. The results are discussed for their contribution to theory and research on intergroup attribution biases, and shed light on assumptions and findings drawn from the TMT perspective.

Applications of emotions research to service provider management

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No other organisational role depends more on relationship quality than the service provider – customer relationship. Yet, authors such as Josselson (1992), and Kunda (1992), lament that theory regarding relatedness and human connection remains under-developed. This paper develops theory in two ways. First, we develop a theoretical model which brings together emotions research, psychological contract theory, and Josselson's theory of relatedness in order to explicate the creation of expectations in business to customer relationships, the factors contributing to relationship quality, and the subsequent effects on fulfilment or breaches of psychological contracts. In particular, we show how emotional needs of individuals are met by the different dimensions of relatedness. Second, we draw on Pennebaker's research, communication theory and emotional intelligence research to suggest key features of effective relationship management in the service provider – customer relationship.

Humanising the self: Attributing humanness to self and others

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Research on interpersonal comparisons shows that people tend to judge themselves to be "better than average". Our own work indicates that people also tend to see themselves as embodying humanness better than others. This "self-humanising" effect appears to be robust, and is independent of self-enhancement. Three studies will be presented that attempt to clarify the processes that underpin the new effect. We show that people see themselves as more human than others in part because they attribute greater depth to themselves than to others, because they tend to focus more attention on themselves than on others, and because they represent others more abstractly than themselves. By implication, subtle forms of dehumanisation occur in everyday interpersonal perception, and not just in intergroup contexts of conflict and violence.

Why choose psychology?

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Despite the extensive research which has been conducted with psychology students, very little of it has addressed why they choose to study psychology. It is important to understand people's motivations and expectations of studying psychology, in order to ensure that the students best suited to the discipline are attracted and retained. This question is addressed using data from three studies involving 308 psychology students. Data was gathered via questionnaire, free responses and focus groups. The results suggest that students cite "interest" most often as their reason for studying psychology, followed by wanting "to help others". Most want to become practicing psychologists. There was also evidence that people were motivated to study psychology after experiencing psychological distress, or witnessing others close to them suffer distress. This research was conducted at a single university and used retrospective measures. Future research should focus on students at entry, and also those who leave, in order to ensure that people best suited to psychology are attracted and retained.

"I'd be just as happy with a cup of tea": Women's accounts of sex and affection in long-term heterosexual relationships

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The notion that men prefer sex to love and women prefer love and affection (or a cup of tea), to sex is a popular cultural truism. Drawing on interviews with ten women aged 21-43 in long-term heterosexual relationships, we explore women's accounts of their and their male partner's desire for sex and love. These accounts are, on the whole, highly gendered. Most of the women position themselves passively in relation to sex and affection – they receive their male partner's desire for sex, and receive his affection. Their male partners are active – desiring and giving sex, and giving affection. Women are the gatekeepers of sex – because men's desire is insatiable it is women's responsibility to decide when they will 'offer' sex to their male partner (and when their male partners are deserving of this 'gift', and what constitutes a 'fair' exchange). Although some of the women describe themselves as having a 'really high sex drive', most describe little interest in sex; by contrast all presented love and affection as very important to their relationship, particularly as the relationship progressed. We consider the implications of these findings for previous research in the area and broader debates about women's sexuality.

It's just not fair: The effects of status and legitimacy on group-based persuasion

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The effectiveness of persuasive messages can vary greatly depending on who the source of the message is. When the communication is relevant to particular group memberships the target's intergroup perceptions may also have a powerful effect on how the message is received. In response to mail-out questionnaires, rural landholders report much greater influence of land use information from rural sources than from urban sources. Moreover, perceptions of illegitimately low status of rural people compared to urban people are associated with a further decrease in support for the outgroup source. The preference for rural sources is also strongly related to trust such that rural sources are trusted more than urban sources and correspondingly are seen to be more influential. These results are part of a program of research which points to the difficulty inherent in changing attitudes in intergroup contexts, particularly those involving large status differences and threat to identities.

Persuasion in an intergroup context: Are sustainable land use campaigns effective?

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The present research was conducted to investigate the relative persuasiveness of ingroup and outgroup messages dependent on group membership and perceived intergroup relations. Sixty-three students with rural backgrounds were given a pamphlet outlining a number of arguments against land-clearing. The source of the message was manipulated such that participants were either informed that the pamphlet was from a rural-based organisation (ingroup), or an urban-based organisation (outgroup). As expected, agreement with the message was greater for those exposed to the ingroup rather than the outgroup source. This effect was dependent on perceptions of status such that it was only when participants perceived the status of rural people to be much lower than that of urban people that the ingroup was agreed with more than the outgroup. When status was seen to be more equal there was no difference in agreement with ingroup and outgroup sources. This research highlights the importance of considering individuals' perceptions of intergroup relations when attempting to change attitudes.

Pretending to be more defensive than you are: Public and private responses to group criticism

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Previous research on group criticism has focused on what people think and feel after criticism. But what people think and feel is only half the story; it is equally important to look at what people say and do in response to criticism. Depending on the status relationships between the audience and the speaker, receivers of criticism might pretend to be more or less defensive than they really feel. In Experiment 1, Australians received criticism of their country from either an ingroup or an outgroup member. When responses were private, participants reported being more defensive when criticised by an outgroup than an ingroup member. However, this intergroup sensitivity effect disappeared when participants were led to believe there was an ingroup audience. In Experiment 2, the attenuation of the intergroup sensitivity effect emerged only when the ingroup audience was high status, suggesting participants were motivated by strategic considerations. Furthermore, in both experiments, strategic reports of defensiveness were used only in response to an ingroup critic and not to an outgroup critic, suggesting that people were more interested in distancing themselves from internal critics than in defending the group per se. Theoretical and practical implications for intergroup and intragroup communication are discussed.

The effect of relational discrepancies on intimacy, conflict, stability, disapproval and admiration in social relationships

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Based on relational discrepancy theory the present research examined the impact of discrepancies between the self and a significant other, with respect to both actual selves and ideal and ought relational-guides, on intimacy, conflict and stability, as well as admiration and disapproval of the other person, in social relationships. Three hundred and ninety-six participants answered questions about current relationships in which they aspire to higher, lower, or congruent levels of ideals or "oughts" than the other person in that relationship. Participants also considered discrepancies between their own and their partners' actual selves. In general, congruence led to significantly lower levels of conflict and disapproval, and somewhat higher levels of admiration, than discrepancies; however, intimacy and stability did not vary according to discrepancy or congruence between either actual selves or relational-guides. The finding that it is not only differences between partners' actual selves that are associated with conflict and disapproval, but also differences between partners' ideal and ought selves, has important implications for theory and practice.

Predicting posthumous organ donation intentions: Applying an extended theory of planned behaviour

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Reports indicate that the willingness of Australians to donate their organs/tissue upon death does not translate into actual registered posthumous organ/tissue donors evidenced by that fact that Australia has one of the lowest organ donation rates in the world. Thus, it is important to understand the factors influencing the decision to register as an organ donor and discuss the donation decision with family or important others. Individual intentions to perform the two organ donation-related behaviours, registering and discussing the donation decision, were examined using a revised Theory of Planned Behaviour (TPB), model. Respondents (N= 303), completed a questionnaire assessing standard TPB constructs (attitude, subjective norm and perceived behavioural control [PBC]) moral norm and self identity. Results showed strong support for the utility of the extended TPB model in this context. Attitude, subjective norm, PBC, moral norm, and self-identity significantly predicted intentions to register and discuss the donation decision. Results also revealed self-identity as the strongest predictor of registering intentions and moral norm as the strongest predictor of intentions to discuss the donation decision. Theoretical and practical implications of the results are discussed.

Campbell and Stanley's experimental and quasi-experimental designs for research: Conceptual advance or wrong turning?

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Forty years ago Rand-McNally reprinted in monograph form a chapter that Don Campbell and Julian Stanley contributed to the Handbook of Research on Teaching. This work has become one of the most highly cited works in the broad area of research methodology and design, totalling close to 9000 citations, together with the expansionary 1979 volume by Cook and Campbell. The work continues to be regarded as important, with a further volume, by Shadish, Cook and Campbell (2002), (Campbell as a co-author 6 years after his death!), appearing and extending the arguments. The terms internal and external validity have entered the standard argot of the discipline. However, while this standard mantra has been adopted, there still lurks controversy. The relative

importance of external validity, as highlighted by Cronbach (1982), in his important, but largely uncited work and the actual relevance of internal validity (more clearly understood later by Campbell as "local molar causal validity"), as against construct validity, are matters that need re-examination. They pose the question whether the citation of the work indicates more about the need for simple understandings of design rather than a conceptual breakthrough in the field.

I'm sooo grossed out I just gotta convict! Disgust sensitivity and the desire to punish transgressors

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The results of a mock juror study exploring the influence of emotional predispositions on verdict choice will be presented and discussed. In this study undergraduate psychology students were asked to give their verdict in response to one of two murder trials. The trials varied only in terms of the brutality of the crime described. Jurors' Disgust Sensitivity (DS) trait anger, and vengefulness were measured. High DS was associated with a bias towards conviction over both trials, while the other two personality dimensions were unrelated to verdict choice. The findings suggest that disgust plays a privileged role in the moral domain. High DS may make individuals acutely sensitive to the threat of moral "contamination" posed by potential deviants. This could prejudice such jurors against defendants, as convicting defendants represents the removal of such threats.

Memory of emotions at work

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Affective Events Theory, provides the research community with a model that enables emotions to be identified as influencing specific events in the workplace. While this model deals with the generation of emotion in response to specific events we are yet to understand the dominant affective memories individuals have of their workplace. This is significant as these memories can contribute to an overall affective climate within organisations. In this study, data were collected from 365 individuals across 17 workplaces. Respondents were asked to recall emotions they had experienced, or witnessed others experiencing in the workplace over the previous two weeks. In total 1549 emotions were reported across the sample, with 600 of these emotions being positive and 949 being negative. These results were in line with our expectations that respondents would overwhelmingly remember negative emotions over positive emotions. Additionally, the respondents across the workplaces experienced similar discrete emotions with the major negative emotions being

experienced being frustration (207) followed by anger (91) and the major positive emotion experienced being happiness (151). Implications and future directions for research will be discussed.

Language maintenance, cultural identities, and cultural practices among second-generation Australian immigrants

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Language plays an important role in cultural acquisition and maintenance. We examined how the maintenance of a heritage language (LM), relates to cultural identities, practices, and values among second-generation Australian immigrants. In Study 1, LM predicted stronger ethnic identity, mediated by traditional values. Study 2 found this relationship to be mediated by cultural practices. The strengths of Australian and ethnic identities in public and private contexts were further examined in combined data. Generally, Australian identity was stronger than ethnic identity in public, but this pattern was reversed in private contexts, showing context effects on cultural identities. Also, greater LM was associated with stronger ethnic identity and weaker Australian identity in public, but weaker Australian identity in private. Among low LM respondents, Australian and ethnic identities were similar in strength in private, and negatively correlated in both contexts. Among high LM respondents, two identities were similar in strength in public, and uncorrelated in both contexts. The data may suggest that LM facilitates an adoption of both cultural identities simultaneously by strengthening ethnic identity, in particular, through cultural practices and values. With weakening LM, a more conscious choice between two identities may ensue. The dynamic interactions of language, identities, and culture deserves further research.

Culture and self: A cultural dynamical perspective

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Culture can be regarded as both an emergent property of, and a systemic influence on, symbolically mediated social interactions in situ. As such, although a culture exhibits a global, systemic characteristic that distinguishes itself from others at a macro level, it is generated by content-specific symbolic activities in particular contexts at a micro level. In this presentation, I argue that a connectionist approach is the best currently available model of the mind that may help us bridge the micro-macro links that constitutes the cultural dynamics, and provide an example in which context-specific language use called pronoun drop (linguistic practice of dropping a

personal pronoun), is modeled by a simple connectionist network to generate a theoretical expectation about psychological representations of the self across cultures; this expectation is investigated by a cross-cultural study of self-representations. In particular, a simulation suggests that people who use a pronoun drop language (eg. Japanese), may develop self-representations that vary more across contexts than those who use a no pronoun drop language (eg. English). A cross-cultural study yielded results consistent with this expectation. Implications of this approach for the culture-self relation are discussed.

The role of familiarity in implicit evaluations

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This study was designed to examine the role of familiarity in implicit evaluations as measured by implicit association measures. It has been suggested that these measures do not assess implicit evaluations (i.e., the positive or negative association of a target category) rather they assess participant's familiarity with a target category, and its typical associated valence. To examine this proposition, this study was designed to experimentally vary participants' familiarity with a target category and to examine changes in implicit evaluations that arise as a result of increased familiarity. The methodology used to measure implicit evaluations is the Go/No Go Association Task (GNAT). To vary participants' familiarity with the target category, we used a repeated measures between-subjects design where half of the participants were exposed to the target category when completing the measures of implicit evaluation, and half also completed a "learning task" where they were asked to learn the target category. Results will be discussed in relation to the "mere exposure effect", and with reference to the implications for implicit evaluation measures.

Using an extended theory of planned behaviour to predict intention to volunteer

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The aim of this study was to test an extended Theory of Planned Behaviour (TPB), to predict intention to volunteer for community service. Of the 258 students surveyed, 235 (M=22.09, SD=.47), reported being eligible to volunteer (i.e. in good health). A hierarchical regression (attitude (Att), and subjective norm (SN), [Step 1], self-efficacy (SE), and perceived control over behaviour (PBC), [Step 2], and self-identity (SI), and moral norm (MN), [Step 3]), to predict intention to volunteer was found to account for 76% of the unique variance. Only Att, SE, and SI were found to be significant predictors in the final model. R2 change indicated that all three steps accounted for a significant amount of variance providing support for the extended TPB.

Using an extended theory of planned behaviour to predict intention towards charitable donation

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The aim of this study was to explore the differences between two models using an extended Theory of Planned Behaviour to predict intentions towards donating to charities before and after the 2004 Asian tsunami. Attitude, subjective norm, perceived control over behaviour, self-efficacy, self-identity, and moral norm were included as predictors of intentions towards donating money to charitable organisations. Data was collected from Australian university students on two separate occasions: before the tsunami (Time 1 [July-October 2004]: N=94, M=23.94, SD=8.46), and after the tsunami (Time 2 [April-May 2005]: N=164, M=20.66, SD=5.51). Using a LISREL analysis both extended TPB models were compared. The analysis indicated that the constrained model was a good fit (X(7)2 = 14.35, p = .05, CFI = .99, RMSEA = .09). Theoretical implications of the results in relation to the differences between Time 1 and Time 2 models will be discussed.

Blood donation in Australia: The role of attitudes, norms, perceived behavioural control, and self-identity

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As Australia continues to experience periodic shortages of blood supplies, there is immense pressure to maintain a safe and sufficient supply of blood products. However, only a very small proportion of eligible Australians currently donate blood. Drawing on an extended theory of planned behaviour, the present study aims to examine the interplay among attitudes, norms, perceived control, self-identity, and intention in relation to blood donation in an Australian context. Surveys measuring key predictor variables and intention to donate blood are mailed to 6,000 individuals across metropolitan, large regional, and small regional areas of Queensland. Preliminary results provide strong support for the extended theory of planned behaviour, highlighting the impact of attitudes, perceived control, self-identity, and community norms on individual intentions to donate blood. Notable regional differences are also observed. The findings of this study illustrate the complexity of blood donation decision and have implications for recruiting blood donors in Australia.

The moderating role of perceived available support on the work-family conflict - adjustment relationship

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Ameliorating the effects of work-family conflict is a topic of increasing interest both for academic researchers and practitioners. The present study investigates the role of perceived available support in moderating the negative effects of work-family conflict on employee adjustment outcomes (job satisfaction, psychological wellbeing). The study provides explicit testing of the principles of the stress-matching and source of support frameworks by assessing a multidimensional conceptualisation of perceived available support: four supportive functions (emotional, informational, instrumental, appraisal), arising from three sources (supervisor, colleagues, non-work people: partner, family, friends). Usable survey data were obtained from 98 public hospital nurses across two time periods. Regression analyses reveal some support for the predictive utility of the stress-matching and source of support frameworks. However, the pattern of findings suggest that the role of perceived available support in aiding adjustment to work-family conflict is complex and highly dependent on the type and source of supportive function examined. Generally, perceived available instrumental and appraisal support from supervisors have direct effects on job satisfaction. Perceived available colleague support moderates the work-family conflict – adjustment relationship with regards to emotional, informational and appraisal support. Perceived available appraisal support from non-work sources moderates the work-family conflict – psychological wellbeing relationship.

Power analyses and group relations of doctors and nurses

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This research examines the perceived relative power by two professional groups - doctors and nurses - towards each other and towards patients. A total of 204 doctors and 293 nurses are surveyed in a series of three studies. Doctors are consistently rated by both doctors and nurses as the most powerful group, as well as the ultimate decision-maker. Nurses are not seen as the ultimate decision-maker. There is agreement between doctors and nurses in their perceived status of doctor, but they disagree in the perceived relative power of patients. Doctors rate patients as having more decision-making power than nurses do, whereas nurses do not perceive a significant difference between themselves and patients. Doctors rate the current power distribution as significantly more legitimate and acceptable than nurses. Doctors and nurses do not differ significantly in perceived stability of the current power distribution. Doctors have a higher job satisfaction than nurses. To examine the context, ingroup and outgroup perceptions are collected; five doctors and five nurses are engaged for communication validation. The dynamics of the triadic intergroup relationship are analyzed with reference to the work context and team structure.

Monkeys, mirrors and minds: the social origins of the reflective self

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The approach of comparative psychology has it origins in the work of Darwin and this approach produces important data for arguments regarding human evolution. Here we can pose several questions by way of orientation. Are humans unique in their capacity for self-recognition and self-awareness? If we can observe similar behaviours in primates to what extent does this suggest that we share a common psychology? In clarifying some of the differences in mental capacity to what degree can we integrate such data into a convincing evolutionary hypothesis regarding the selective pressures which lead to the evolution of a human capacity for self-recognition and self-conscious mentation? This paper will attempt to address such question by reviewing the empirical research conducted on mirror self-recognition in primates as it may imply self-awareness in apes and comparing the findings to similar research conducted on the development of self-awareness in human infants.

Trust and self-disclosure

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The aim of this study is to identify factors that influence the development of trust in strangers. Based on the theoretical framework of group-based trust, we attempt to demonstrate that decisions to trust or distrust a stranger can be formed on the basis of whether or not people share the same category membership with the stranger. Trust in this study was measured in the form of willingness to self-disclose. Other variables examined in the study were: identity salience, topic of self-disclosure, whether or not there is knowledge of shared social group membership between the stranger and the participant, as well as whether or not the risk involved in self-disclosing affected the individual personally, or the entire social group that was rendered salient. Results indicated that participants preferred to self-disclose to an ingroup stranger over an outgroup stranger, and this relationship was qualified by the topic, identity salience

and knowledge variable, but not the risk variable. Participants also perceived the situation to be more trustworthy when the stranger was an ingroup member rather than an outgroup member, and this relationship was qualified by all other variables manipulated in this study. Results will be discussed in terms of the social identity theory.

Consequences of work place boundary permeability: The moderating role of macro and micro level culture

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In this paper, the nature of boundary permeability and its impacts on cooperation and workgroup identification among Anglo-Saxon and South East Asian employees will be investigated. In Study 1, we interview 20 professional employees to explore the nature of boundaries and its impact during intercultural exchanges. Qualitative analysis identifies six boundary categories: Collectivist norm boundary; Individualist norm boundary; Ethnicity boundary; Relationship-oriented work boundary; Task-oriented work boundary and Communication boundary. Overall, South East Asians are more likely to be perceived to create and maintain more impermeable boundaries than Anglo Saxons. Impermeable boundaries are also found to restrict interactions between South East Asians and Anglo Saxons, making cooperation and communication more difficult. In Study 2, we survey 134 employees (i.e., 87 South East Asian and 47 Anglo-Saxon employees), to test the direct effect of workplace boundary permeability on organisational outcomes and the moderating role of culture (i.e., cultural grouping and self-construal). Results suggest that boundary permeability is positively related to cooperation but not work group identification. Furthermore, we find that cultural grouping and interdependent self-construal moderate the relationship between boundary permeability, cooperation and work group identification. Practical implications and future research directions are discussed.

Influence of boundary permeability and culture on cooperation and trust

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The ability for team members to cooperate and trust one another in today's culturally diverse work groups is crucial to organisational success. Willingness to cooperate or trust in/out group members varies as a function of boundary permeability and culture. For example, collectivists tend to have more of an inclusive and expansive self-concept than individualists. This implies that they are more likely to

view their role and group boundaries as less permeable than individualists. Two hundred and forty university students (120 Australian and 120 Singaporean students), assessed hypothetical scenarios involving cooperation with an in-group or out-group team member of higher or equal organisational status in a multi-national organisation. It is predicted that Singaporeans' willingness to cooperate would be greater under a permeable boundary structure than a less permeable boundary compared to Australians (Hypothesis 1). Hypothesis 2 predicted that Singaporeans would be more likely than Australians to trust in-group members who have higher organisational status. Findings suggest that Australians and Singaporeans differ in the way they distribute cooperation and trust among in-group and out-group members with different organisational status and boundary permeability. Practical implications and future research directions are discussed.

Differential attribution of humanness to social outgroups and non-human others

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Recent research has shown that denying humanness to others (dehumanisation), is subtle, commonplace, and evident in intergroup and interpersonal comparisons. Two senses of humanness appear to be involved: attributes that are unique to humans (uniquely human), and those that constitute our essential "human nature" (human nature). Denying uniquely human and human nature attributes to others may implicitly liken them to animals and automata, respectively. This study used a Go-No go Association Task (GNAT), to assess the implicit associations between social categories exemplifying the two senses of humanness (business people and artists) personality traits representing these two senses, and the two types of nonhuman (animals and automata). Congruent associations (among artists, human nature traits, and animals; and among business people, uniquely human traits, and automata), were consistently stronger than incongruent associations. Explicit ratings confirmed the differential association between categories and the two senses of humanness. Social perception may involve two subtle ways of dehumanising others, possibly a result of both non-humans and social groups being denied the same types of humanness.

How multiple identities influence attitudes, emotions and action

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The present paper considers the impact of identities varying in level of inclusiveness in two studies testing four theoretically interesting hypotheses: 1), that multiple levels of identification can be salient, or influence attitudes, feelings and actions at the same time; 2), that a person's own available identities facilitate and inhibit each other; 3), that the norms of lower-order identities can interact with the norms of higher order identities; and 4), that the influence of norms can be measured in changes to the distribution of responses rather than only (as is commonly done), in changes to the mean. Each hypothesis is confirmed across the two studies. In Study 1 (N=135) personal, Australian, and human identities are related to attitudes and emotions towards asylum seekers, and in Study 2 (N=96) suburban, state, and Australian identities are related to environmental attitudes and actions. Results are discussed in terms of current research on social influence from the social identity / self-categorisation approach and the agentic normative influence model.

Beyond the social construction to the community construction of health: Roles for applied social psychologists within a multi-sectoral confrontation of HIV/AIDS, alcohol abuse and violence against women in Siem Reap, Cambodia

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In-depth interviews with community stakeholders concerning the HIV/AIDS pandemic, first challenged social psychology researchers' about health, behaviour and attitude change. Lewinian "Action Research" helped create a multi-disciplinary, community-wide social-behavioural-medical response to increasing prevalence of HIV/AIDS, compounded by workplace health/safety risks, especially to women (violence, alcohol overuse, sexual exploitation and trafficking). Social behaviour-change strategies and negotiation techniques (100% condom-use), were taught to peer-educator trainers in key high-risk target groups: beer-promotion women in restaurants (20%

HIV+), married men and pregnant ante-natal-care women (33% in 2004, VCCT walk-in testing) and young souvenir-vendors facing predatory sex-tourists. HIV/AIDS prevention peer educators in 2005 trained over 4000 men (35%), and women (65%). Programs to involve local industry (hotelry), and international corporations (breweries), and a comparative project suggesting new Cambodian health/safety legislation for women, are described, including first efforts to form solidarity groups of beer-promoters. Data from behavioural health surveying (2001-2006) plus continuous serological testing in Siem Reap, indicate that after 6 years of community health intervention, HIV prevalence rates (2005), may be decreasing. Such health issues as workplace over-drinking, violence, harassment, sexual exploitation and trafficking, need additional attention from social psychologists and other concerned researchers/practitioners.

Self-esteem: A human elaboration of prehuman belongingness motivation

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In this talk, I explore the notion that self-esteem can be best understood as a reflection of an individual's sense of her or his acceptability to important others. I begin by defining the self as one of a number of uniquely human characteristics associated with recursive information processing rules. I then argue that self-esteem reflects the operation of prehuman belongingness regulation mechanisms elaborated by this uniquely human form of information processing. In particular, the presence of conspecifics has promoted survival in social animals for millions of years, and thus selection pressures led to the ability to account for acceptability to others. State self-esteem represents the ability to consciously reflect on one's currently acceptability to others, whereas global self-esteem involves the construction of internalised standards and imagined future social conditions providing for an assessment of future acceptability. Low levels of self-esteem are associated with a sense of threatened safety, leading to motivation for increasing acceptability to those who can provide such safety. High levels of self-esteem provide a sense of safety from threat, and permit the exploration of opportunities for growth. I conclude that self-esteem reflects the operation of prehuman safety-promotion mechanisms elaborated through uniquely human systems of meaning.

The malleability of implicit attitudes towards overweight people

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In contrast to the traditional view that implicit attitudes are stable and uncontrollable, recent research has shown that they can be influenced by a number of factors, such as social and contextual influences. To consider this further, the present study investigated implicit prejudice and stereotypes and the malleability of such towards overweight people. The participants were randomly assigned to either a control group or one of two experimental groups (explicit instruction to avoid bias or presence of a target group member). Each participant completed an implicit measure of prejudice (Go/No-Go Association Task) and an implicit measure of stereotypes (Stroop Task), on three different occasions - pre and post the experimental manipulation and after a delay period of 24 hours. The results are discussed in terms of the malleability of implicit attitudes, the comparative power of different influences on implicit attitudes, and finally, how lasting such a malleability effect can be.

Is the brain drain a product of the Tall Poppy Syndrome, or are we anti-intellectual?

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Scientists asseverate that the reason for the brain-drain in Australian society is due to the Tall Poppy Syndrome. That is, scientists' perception of the societal value placed on them is understood in terms of their high achievement status. The present study used Structural Equation Modelling, on a nationwide sample of Australians (n= 484) to investigate whether Attitudes towards Scientists (AS), were predicted by Attitudes towards Tall Poppies (ATP), Anti-Intellectual attitudes (AI) and conservative values. Whilst it was found that conservative values significantly predicted AI and ATP, AS was not significantly influenced by either AI or ATP. Results suggest that other factors, such as work context, could influence AS. Further directions for understanding the brain-drain and perceptions of scientists are discussed.

When she's bad, she's really bad, but when she's mad she's good: The relationship of benevolent sexism to evaluations of child killers

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Previous research has established the centrality of prescriptive norm violation for benevolent sexists in their blame of acquaintance rape victims. The current study sought to extend this line of research by considering the role of a different prescriptive norm violation for benevolent sexists in the evaluations of defendants. Participants read a transcript of a case of either a male or female child killer. Consistent with distinctions drawn in the criminology literature, the offender was portrayed as clearly mad, bad or their psychiatric status was ambiguous. In line with the documented centrality of nurturing behaviour to benevolent sexists' prescriptive stereotypes about women, it was predicted that in comparison to judgments made of a male offender, benevolent sexism would be positively related to harsher treatment of the bad female offender and more lenient treatment of the mad female offender. In line with the theoretical underpinnings of benevolent sexism in paternalism, it was predicted that in comparison to a male offender, benevolent sexism would be associated with more positive evaluation and treatment of the ambiguous female offender as mad rather than bad. Results were broadly in line with the hypotheses.

Multiple re-construction of identity in the case-study of an immigrant woman in New Zealand

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Consistent with the social constructionist view, our identity is constructed through the relationships within our own community and wider socio-cultural environment, each with its own system of cultural meanings. When leaving the habitual socio-cultural environment, as in the case of migration to a different culture, one loses access to the usual resources for identity construction. Therefore, the previous, taken-for-granted, identity has to be re-built using new systems of meanings. The current case-study of an immigrant woman illustrates the process of multiple re-construction of identity following her migration from Russia to Israel and then to New Zealand. Both the first and the second societies of settlement (Russia and Israel), seem pre-occupied with ethnic demarcation of their members, which contradicts how she feels "deep inside". The data from the semi-structured interview describes how she resists the imposed identity in order to construct one of her own. What happens when she comes to New Zealand, where her ethnic and cultural markers of Jewishness and Russianness are not recognised by the society? I argue that the identity and feeling of self can be constructed only on the basis of available local cultural resources, thus, leaving the previous identity non-validated by others and virtually redundant.

Individual differences and identity salience: An interactionist perspective of identification

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Literature within the social identity approach is characterised by an emphasis on the cognitive-social nature of identity. In advancing this social focus, the approach tends to ignore the individual perceiver in identity processes, and as a result, has not been able to adequately explain why, in identical situations, people differ in their degrees of identification. In an effort to integrate the individual and the social, we propose that individuals differ in their propensity to identify with social groups; a desire termed Need for Identification. We hypothesise that this individual difference interacts with salience in determining identification. Using an experimental design (N = 165), we measure need for identification and manipulate identity salience. The results reveal that need for identification is a stronger predictor of identification, in terms of both self-categorisation and self-esteem, than identity salience. There is no significant effect on group commitment. These results are present even when the valence and significance of the identity target is considered. These results support an interactionist perspective of identity processes where both the individual and the context are integral.

The role of rationality and bias in worldview relevant decisions under mortality salience

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With reference to the heuristic systematic processing model and to terror management theory, the present study examined the contextual use of systematic and nonsystematic reasoning strategies during decisions. Undergraduate students (N = 60), completed a decision task based on content that was relevant or nonrelevant to tertiary students in either a mortality salience or neutral condition. Information uptake was measured at multiple intervals during the task. Reasoning about a worldview relevant decision once mortality was made salient led to a higher uptake of systematic arguments than when mortality was not salient. Additionally, mortality salience led to a general preference for supportive systematic arguments over conflicting systematic arguments. These interactions were only evident at the post-decision stage of reasoning. As well, mortality salience led to more nonsystematic argument selection for non worldview relevant decisions at the post-decision reasoning stage compared to pre-decision. Results are discussed in terms of the general effects of mortality salience on the contextual factors that influence decision-making.

Linking social identity, opinion, emotion, and interaction to produce long-term opinion change

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Opinion-based groups have social identities defined by a shared opinion. The concept of the opinion-based group helps to explain the links between social identity and collective action intentions. We summarise several studies which show that identification with such groups strongly predicts commitment to take political action. Our work also emphasises the crucial mediating role of emotional reactions in the process of strengthening support for collective action. We also report two successful interventions which show that group-based interaction can have powerful effects in increasing commitment to positive action. In Study 1 we found a large reduction in negative attitudes toward a disadvantaged racial group (Australian Aborigines), as well as a bolstered commitment to take action to combat prejudice, especially where participants were confident that the interaction is a genuine activity designed to advance the cause of their group (rather than a data collection exercise). In Study 2 we show that the same intervention can produce greatly increased commitment to take relevant social action to combat poverty in developing nations. The results point to the potential for social psychological methods to overcome barriers to social change.

Psychologists' misunderstanding of measurement and its impact upon the assessment of social attitudes

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Criticisms of psychologists' claims to attitude measurement, and objections regarding the ignorance of attitudinal ambivalence, remain two of the most important conceptual issues in attitude theory. This paper overviewed these two issues as well as explicated the link between them. Firstly, the social and psychological sciences by their own unique definition of measurement have deemed that quantitative structure may be imposed upon a variable. As a result, quantitative versus qualitative approaches to social attitudes have been determined by methodological preference. Conceptual and empirical arguments demonstrated why methodology should rather be determined by the structure of the variable. Secondly, within quantitative approaches, attitude assessment has been marred by the disappearance of the issue of ambivalence. Others have contended that this disappearance was a product of consistency theories of cognition. In addition, it was argued that it was a result of the emergence of the rating scale as the dominant approach to attitude measurement. The

emergence of the rating scale was exemplary of quantitative social psychologists' misunderstanding of measurement. Thus, the alternative unfolding approach to attitude measurement which has been shown to be sensitive to both attitude structure and ambivalence was presented and evaluated.

Measuring ambivalent attitudes by unidimensional unfolding

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Attitudinal ambivalence is said to be present when an individual simultaneously endorses both positive and negative attitudinal positions. To date, attempts at measurement of ambivalence have primarily been driven by a reliance upon the ubiquitous rating scale. Such research has highlighted the ambiguity surrounding the 'middle-point', as well as the inadequacy, of the bi-polar rating scale. However, unlike past literature, the current thesis asserts that the most valid solution to these issues is not to reformulate the nature and procedures of the rating scale but rather to abandon it as the modus operandi of attitude measurement. By utilising unidimensional unfolding theory, this study assessed the attitudes of 117 introductory psychology students toward the issues of abortion, homosexuality, condom usage and Indigenous Australians. Stimuli were devised using the binary tree method in order to create a unidimensional, bi-polar continuum with statements of a conflicted nature in the centre. Through the method of paired comparisons each individual's preference order was derived for the four sets of statements. Analysis of these preference functions allowed for the identification of individuals of all dispositions, in particular ambivalent individuals. These findings help highlight the more detailed and informative nature of the unfolding approach to attitude measurement.

Jury deliberation and the influence of stereotypes

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One of the main criticisms levelled at social science research in the domain of juror decision-making is that it tends to rely on relatively poor simulations of the jury system, often with little consideration given to the impact of deliberation on jurors' individual and collective decisions. This study investigated the impact of gender-related stereotypes before and after jury deliberation. Participants (N = 114), deliberated in groups of 6 for up to 1 hour after viewing photographs of the evidence and trial participants and reading one of two transcripts of a burglary case in which the home owner (male or female), killed the thief in the course of the robbery. Deliberations were video taped and coded for target of discussion. Results suggested that jurors were more influenced by benevolently sexist beliefs in private, but converged on a stereotype-congruent decision after group deliberation as female home-owners were seen as less guilty compared to males. Analysis of group discussion suggested that harsher verdicts were predicted by increased discussion of the female homeowner's gender, whereas for males, harsher verdicts were predicted by increased discussion of the verdict itself.

Training emotional intelligence: Presenting the results of an experimental study

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This presentation outlines the results of an eighteen month study examining the effect of an emotions focused training intervention on the emotional intelligence of employees from a large public sector organisation. Utilising an experimental methodology, 280 staff attended a two-day program focused on training emotional intelligence skills and abilities. These interventions were created around Mayer and Salovey's four-branch model of emotional intelligence (awareness, understanding, facilitation and management of emotions). The experimental group's emotional intelligence was tested pre and post training using the Workgroup Emotional Intelligence Profile (WEIP). In addition, a control group from the same organisation also completed the same measure at three points during the same eighteen month period. Analysis of the control and experimental group data were conducted, and whilst no changes were found in the control group, the experimental group's overall emotional intelligence significantly improved post training. To further strengthen these findings, a measure of effect size using Cohen's d was also conducted to assess the magnitude of the training intervention's overall effect. Full results will be presented during the presentation, with feedback on the study and methods utilised encouraged from participants.

Utilising self-report and perceived change methods to assess the efficacy of an emotional intelligence training program

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This paper examines two differing methods for assessing the efficacy of an Emotional Intelligence training intervention. In total, 124 individuals completed a 2 day training program and pre and post training self-report measures of emotional intelligence. Participants also completed a perceived change survey

to determine whether response shift bias occurred during the post training data collection. Response shift bias arises when a respondent's self classification changes between pre and post measurements of a self-report. Results from the self-reports demonstrate a significant difference between pre-training and post-training, M = 0.1156, SD = 0.48; t(123), = 2.68, p = 0.009, with a small effect size of (d = 0.17). The differences between these self-reports and the perceived change measure were also analysed showing significant differences between self-reported change and perceived change, M = 3.19, SD = 1.54; t(123), = 23.06, p = 0.000. The data suggest that response shift bias may have occurred during the self-report data collection leading to us reporting a conservative effect size. Nevertheless, a small effect size can be considered meaningful after only two days of training. Full results will be presented and discussed during the symposium.

Nice policies, what about the practice? Work-life balance amongst Australian academics

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Issues surrounding the work-life balance of academics are increasingly becoming an area of research interest. Academics are perceived to have little trouble juggling work and family responsibilities; their work is flexible and largely autonomous, and Australian Universities are recognised as having generous family-friendly benefits. However, research has shown that academics are faced with high expectations regarding their work loads. Further, this is especially the case for some younger academics who are simultaneously trying to obtain continuous appointment and start a family. The aim of this research was to examine how work-life balance policies were perceived by academic and general staff in a large Australian University. Findings from this survey (N = 1252), indicate that overall, academic staff reported greater dissatisfaction with both their work-life and life-work balance than general staff; respondents' gender and the presence of younger children was also found to influence their satisfaction level. Finally, qualitative data suggest that for academics work-life policies do not equate with work-life balance and that this is related to the broader issue of overwork.

Applying Terror Management Theory to death in television news

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Terror Management Theory (TMT), is one of the few social-psychological theories with death at the heart of its theoretical framework. TMT theorists have noted that news media often makes mortality salient through the featuring of graphic death-related stories, but no-one to date has empirically assessed this. Data and the planned programme of research which applies TMT to the media effects area will be presented and the question of 'How do we cope with repeated exposure to death in the news?' will be addressed. Preliminary data that demonstrates that television news can make mortality personally salient will be contrasted with evidence that equally shows people often feel desensitised. The focus will be on what leads to personal mortality salience and under what conditions individuals report feeling desensitised. Additionally, attention will be given to the buffering role of individual difference characteristics related to self-esteem, thinking style, and romantic attachment on the TMT concept of cultural worldview defense within experiments using death-related television news conditions. It is hoped a greater understanding of why we can watch so much death in television news with so few negative side-effects will be communicated.

Measuring support for Australian counter-terrorism initiatives and human rights: The impact of offence construal, perpetrator motive and siege mentality

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This paper reports data of attitudes towards counter-terrorism initiatives of the type now proliferating in both Federal and State law. A 2 (offence construal by police: exceptional crime, standard crime), by 2 (motive of the criminal: jihadist, anti-corporate), between participants design (N = 124), was used to structure four different police reports about a food-tampering incident. Relationships were tested between offence construal, perpetrator motive, siege mentality beliefs, perpetrator blameworthiness, perceived appropriateness of counter-terrorism initiatives, and beliefs about the importance of human rights. Beliefs about the wisdom of violating civil and political rights whilst preventing or policing terrorism were measured. In particular, I measured whether participants believed that violations of such rights were justified in the situation due to an overarching, collective "right to human security" that the Commonwealth Attorney-General has argued derives from the right to life. Even though participants in this sample were generally not in favour of increasing the police or State's ability to counter-terrorism with new and unprecedented powers, and were not in favour of a "right to human security" that could trump other entitlements to civil and political rights, even this sample as a whole perceived relatively more blameworthiness for perpetrators motivated by a jihadist cause.

Examining self-focus: Does a mirror induce self-thought or attention to internal states?

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The present study investigates whether the effects of mirror exposure on behaviour and affect can be attributed to increased self-thought or increased attention to internal states. Sitting either in front of a mirror or not, participants are instructed to write about a time they felt rejected and then read a potentially anger-provoking account of another person callously rejecting someone. Participants' level of aggression is assessed by measuring the amount of extremely spicy sauce they allocate to the perpetrator of the rejection. Half the participants allocate the sauce while attending to an audio recording and calling out the pronouns they hear. Most of these pronouns are first-person, so that while attention to internal states is reduced, self-thought is primed. Overall, participants in the mirror condition allocate more hot sauce than those in the no mirror condition. A mirror by distraction interaction reveals that only those participants who are exposed to a mirror and have attention directed toward the self experience a more negative mood. Results support predictions, indicating that the effects of mirror exposure in this study are most attributable to increases in internal state awareness, rather than self-reflectiveness.

Justifiable targeting of low status groups: The context-dependence of justice for important political issues

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Understanding the way that different social groups conceptualise justice is an important part of understanding people's positions on important political issues. In two studies, programs targeting low status groups were presented to participants. We examine the context-dependent favouring of different justice principles (e.g.: equality, need), in response to those programs. In study 1 participants faced the decision to either support or reject a rehabilitative restorative justice program targeting a low status group. In this context, procedural justice, (including the principle of consistent treatment), was emphasised by the program-rejecting high status group, and de-emphasised by the program-supporting low status group. In study 2, participants faced the decision to either support or reject an anti-terrorism surveillance program targeting a low status group. Here, procedural justice was not a pivotal factor. Instead, the program-rejecting low status group emphasised that all individuals must be treated equally, while the program-supporting high status group emphasised the

need to protect against terrorism. Importantly, we found that conceptualisation of justice predicts willingness to engage in collective action, which highlights the importance of justice in the pursuit of social change.

Asians and Anglo-Australians respond differently to observed intergroup food sharing events

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This paper examines the hypothesis that more positive intergroup attitudes would be primed when actors were seen sharing culturally coded foods than when no food sharing was observed. We argue that food as (semi-intentional), nonverbal communication has both an identity function and, where the food is shared, a relationship function. Participants were randomly assigned to four groups. In the Sharing Minority Food condition, participants observed actors playing 2 couples, one Asian-Australian and one Anglo-Australian, eating dinner at the same table, sharing Chinese food. The Sharing Majority Food condition was identical except that actors shared Anglo-Australian foods. In two No Food Sharing conditions, the two couples either ate only their respective culturally coded foods or ate the culturally coded food of the other ethnic group. Chinese and Anglo-Australian ethnic background participants rated actors on the status and solidarity of the couples, intergroup emotions and identity measures. Significant differences were found across conditions that interacted with the ethnicity of the actors. The results are discussed from the perspective that food sharing represents a communicative act with the potential to affect ratings of interpersonal and intergroup attitudes and beliefs.

Agency and genetic counselling: A discursive study of decision-making in familial cancer

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The rise of the modern genetics has brought with it much controversy and debate as to the implications for individual agency. One particular site at which this question has practical significance is genetic counselling for familial cancer. This paper investigates to what degree clients of genetic counselling can be said effectively to have agency in the management of cancer risk. Transcripts from genetic counselling sessions are used to explore the manifestation of agency in the context of previous research on the topic. Rather than talk about agency in the abstract, the manifestation of agency is investigated for the particular decisions that emerge for clients during the course of a genetic counselling session. In the context of breast and ovarian cancer these decision

points are (i), whether to undergo a genetic test, (ii), whether to take hormone medication, and (iii), whether to undergo prophylactic surgery. Given the observation that genetic counsellors are not prescriptive regarding the particular decisions clients reach, it is argued that agency needs to be investigated by exploring the degree to which the concerns brought to the counselling session by clients match up with the decisions and management strategies offered by genetic counsellors.

Motherhood: Adverse consequences for career advancement

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Although being a mother is likely to elicit positive affective responses, it also is likely to exacerbate gender stereotyping and therefore intensify the perceived lack of fit between a woman's attributes and those considered necessary to succeed at male sex-typed jobs. Thus motherhood may ultimately hinder a woman's career advancement. Results from 2 studies, utilising both undergraduate and full-time employee samples, showed that women with children were the least desirable choice for a job promotion. They were consistently given the weakest promotion recommendations relative to men with children and non-parents (both male and female). Results also demonstrated that commitment, dependability, and achievement strivings were rated generally lower for parents than non-parents, but perceived effectiveness was uniquely low for mothers. Additional analyses suggest that stereotyped characterisations of women mediated effectiveness perceptions and in turn promotion recommendations. These findings suggest that motherhood can indeed hinder the career advancement of women and that the exacerbation of gender stereotyping, and the perceived person-job mismatch that it produces, is the source of its adverse consequences.

Inclusionary concerns and effort-based performance in groups: Expectations and peripheral membership

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The current research investigates how the inclusionary motivations elicited by the status of one's group membership (central vs. peripheral), affect effort in group contexts. Two empirical studies are reported in which participants performed a computer-mediated group vigilance task. Peripheral membership was manipulated by providing false feedback describing participants as very different or very similar to their other group members on artificial personality traits. Findings showed that effort was higher for peripheral group members than central members. However, when participants believed that their other group members had negative expectations about their performance, threatening their secure membership status, central group members exerted more effort than peripheral members. Consistent with the argument that effort was motivated by the desire to achieve and preserve inclusion in the group, participants also reported being more concerned with how their group perceived their performance when their membership was peripheral. However, when threatened with negative expectations, central group members expressed more self-presentational concern. Results suggest that group members are motivated by the desire for social inclusion when their membership status is uncertain or under threat, and that this motivation can manifest itself through effortful performance on behalf of the group.

Compensation as an administrative response to procedural injustice: Reaffirmation of membership value and identity restoration

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Provision of monetary compensation as a response to a procedural injustice is a widespread practice in organisations and the legal system. However, compensation seems to only satisfy instrumental motivations, ignoring any need for membership reaffirmation resulting from unfair procedures. The current line of research argues that the provision of compensation by group representatives may be an effective way to address procedural violations because compensation does serve to reaffirm the victim's membership value, protecting his/her group identity. A series of studies are presented showing that monetary compensation may be an adequate response to procedural transgressions because compensation can function symbolically as a legitimate act of concern for the injustice victim, verifying his/her value as a group member. As such, offers of compensation by the group may help to minimise the negative ramifications often associated with unfair procedures, such as lower group identification and poor evaluations. Findings also reveal that the provision of compensation is only beneficial when construed as a benevolent gesture, even unsuccessful attempts to compensate result in positive reactions towards the group, and compensation only impacts group evaluations when the injustice is identity relevant. Consistent with relational models, these effects are mediated by perceptions of membership value.

How stories can change our goals: The regulatory role of stories on automatic goal pursuit

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For the current research we were interested in the role of stories in regulating automatic goal pursuit. Evidence suggests that goals can be automatically adopted and pursued by the implied behaviour of another person. In two experiments we demonstrate that this goal contagion effect can have different strategic and regulatory consequences depending on the valence of the story outcome. Compared to a control group, participants who read a competition – success story demonstrate more competitive behaviour in an unrelated task, faster reaction times and tend to perceive neutral scenarios as more competitive. Participants who read a competition – disqualification story demonstrate less competitive behaviour, significantly longer reaction times and tended to perceive neutral scenarios as less competitive. The role of stories as a cultural tool for regulatory mechanisms in automatic goal pursuit are discussed. The implications for research and theories on goal automaticity are highlighted.

Did John wave his hands in the air at church or at the dance party? Person and situation categories in organising perceptions of individual behaviour variability

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How social perceivers make sense of the behavioural variability of those around them is a topic of ongoing interest. Different theories have been applied to understanding the variability of individuals within groups from those applied to understanding the variability of behaviours within an individual. However, all these phenomena may be understood as the operation of categorisation processes in social perception applied to many different social stimuli. We argue that the same category salience processes would apply to person and situation categories as to group categories. To demonstrate this point, we took a paradigm commonly applied to group-level categorisation processes (Who-said-what paradigm), and applied it to behavioural stimuli of two individuals (John and Peter), in two situations (at a church service and at a dance party). Stimuli were presented to fit with person categories, situation categories or several other crossed category combinations including a no-fit control. Ninety-seven participants completed the experiment. Results showed that person and situation categories were used to organise the stimuli in the predicted fit conditions, supporting the view that the same categorisation processes apply to a range of social stimuli.

A computerised test of an automatic and controlled displaced stimulus bias

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We designed a computerised task to assess both the controlled and the automatic dimensions of a fundamental bias against migrant and excluded stimuli previously identified by Rubin, Paolini, and Crisp (2006), in a variety of category domains. Seventy-eight (N = 78), psychology students expressed liking for letters that had either migrated or were excluded from their appropriate category and for control letters that had remained in their category using both a computerised self report liking scale and an ad-hoc adaptation of the Implicit Association Test. Results revealed that migrant and excluded letters were liked less than control letters on both explicit and implicit measures of liking. These differences remained unchanged when controlling for perceived demand characteristics, and for salience asymmetry between experimental and control stimuli. Altogether, these results suggest that the fundamental bias against displaced stimuli might hold irrespective of whether people have or not the ability to exert conscious control over their liking responses. We discuss the implications of these findings for social interventions aimed at reducing discrimination and prejudice against migrants.

Self-discrepancies and negative affect: The moderating role of complexity of descriptions

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Depression and anxiety are high-prevalent disorders that involve disordered/ maladaptive factors both within the individual and their environment. This study examined the role of self-discrepancies, from both their own and other standpoint, as predictors of depression and anxiety symptoms in a student population, and the moderating role complexity of representations of self and significant others. Actual-ideal own (AI), and other (AIO), and actual-ought own (AO), and other (AOO), self-discrepancy magnitudes were assessed, along with the complexity of representations of self and others. Depression and anxiety symptoms were assessed using the Beck Depression (BDI-II), and Anxiety (BAI), Inventories. Depression was predicted by interactions between AI and AIO self-discrepancies and complexity from the own standpoint, that is, number of aspects and overlap between aspects. Anxiety was predicted by interactions between AOO self-discrepancies and complexity from the other

standpoint, that is, number of significant others and overlap between others. Depression was also predicted by a main effect of less overlap between representations of self and others. The findings of this novel study suggest that different pathways might be involved in the vulnerability to depression and anxiety, depending on self-discrepancy standpoint and type and the level of complexity of representations of self and others.

Expanding investigations of socially devalued groups: Discrimination amongst individuals with a chronic illness

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The aim of the present study is to extend research on the rejection-identification model, by testing whether the mechanisms of the model hold when membership in the devalued group is not highly visible. The ability of the model to predict behavioural outcomes is also examined. One hundred (39 male and 61 female), young people (M = 12.84 years), diagnosed with diabetes complete a survey assessing perceived discrimination, identification, psychological well-being (i.e., self-esteem and life satisfaction) and behaviour (i.e., compliance with treatment regime). Results show that discrimination has a direct, negative effect on well-being, but a direct, positive effect on identification, in line with the model. However, identification does not suppress the negative effects of discrimination on well-being, failing to support the full rejection-identification model within the present sample. In addition, the model is not able to predict behavioural outcomes. The current findings suggest that future research needs to investigate beyond traditionally devalued groups in order to understand further the relationships between perceived discrimination, group identification, and well-being.

The link between emotional labour and emotional intelligence in the service industry

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Despite having quite disparate disciplinary beginnings the concepts of emotional intelligence and emotional labour are clearly linked. Emotional intelligence is recognised as a capacity or ability to reason about emotions. Emotional labour is defined as "the effort, planning and control needed to express organisationally desired emotions during interpersonal transactions". Emotional labour is one of the contexts in which individuals can display their emotional ability or intelligence. This paper discusses the theoretical constructs of emotional intelligence and emotional labour and briefly explores how both constructs can be measured. Secondly, the results of a study comparing the emotional intelligence and emotional labour of over 600 service workers are presented. The respondents were asked to rate their level of emotional intelligence as well as the extent to which they perform emotional labour. It is hypothesised that employees with higher levels of emotional intelligence will report higher levels of emotional labour required in their work. Finally, the paper draws some conclusions regarding enhancing an individuals performance of emotional labour in the service industry.

PMS, the false consensus effect and accuracy of estimation

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For over 70 years, PMS has been used in Western countries to explain women's supposedly 'irrational' behaviour in the week preceding their menstrual bleed. However, some research sheds doubt about the universality of such a syndrome. This leads us to the influence of wider community norms in the prevalence of such a 'disorder'. In the present research, we examined the False Consensus Effect by way of a community survey conducted in Perth, Western Australia, with 150 women as participants. After separating our sample into two groups (PMS_Yes and PMS_No) results indicated a significant False Consensus Effect. In other words, those holding a particular view about PMS believed that they had more support for their position than was believed by those holding the opposing view. We then measured the accuracy of perception using the same sample as before together with 150 men also from the Perth community. We found that PMS_Yes women were significantly less accurate than either PMS_No women or the male sample. Our research indicates the power of social mores with respect to a 'syndrome' believed to be biological in nature.

Punishment in intimate relationships: Does it exist and how does it impact relationship satisfaction?

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Existing research suggests that punishment may be part of the forgiveness process. Thirty-two couples participated in a "Taste" experiment designed to elicit punishment related behaviour and explore relationships between propensity to punish, marital satisfaction, attachment, fusion and gender. The effects of heightened betrayal related memories on willingness to punish were examined in the experimental group, while willingness to punish was examined after recalling events related to the previous

day in the control group. Participants were asked at the completion of the experiment if they had ever punished their partners. Findings were that 100% of participants had punished their partners (verbal acknowledgement), and that significant relationships existed between marital satisfaction, gender and group.

Group membership, crime severity, and retributive vs. restorative justice: An experimental analysis

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The basic aims of the current experiments were to explore the roles of group memberships on perceptions of the application of criminal justice; to build upon earlier group research into distributive and procedural justice to learn whether responses to criminal justice are subject to the same or similar social-psychological processes; and to consider the important assumption of restorative justice theories that there is (at least perceived to be), a shared social category into which offenders can be reintegrated. In two experiments employing hypothetical criminal cases, participants were more favourable toward restorative than retributive justice; the type of justice carried stronger, more consistent weight than group memberships; and support for assumptions underlying theories of restorative justice was found. This research represents more of an empirical commentary on the scope and domain of restorative justice than on the nature and process of intergroup relations. People's justice judgements are influenced by the restorative vs. retributive criminal proceedings, the nature of the crime, as well as the nature of relations within and between groups.

Factors affecting the desire for voice

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A considerable body of literature now confirms the social and psychological strength of the provision of "voice" (i.e., process control), to group members. Even after controlling for its instrumentality, the provision of voice leads to relatively high levels of: perceived fairness, satisfaction, leadership endorsement, group commitment, extra-role behaviour and cooperation. This body of literature presents such a strong case that the question of whether and when people may not want voice has not been asked. In the current study, we assess for the first time the effects of five independent variables on the desire for voice. These are: (1), the instrumentality of voice, (2), the group membership of the authority providing or denying voice, (3), the group-relevance of the issue over which voice would

be expressed, (4), the relative costs of voice expression, and (5), the relative salience of people's personal and social identities. The results indicated a series of interactions, suggesting important qualifications to simplistic interpretations of the literature that voice is always desired to the same degree.

Predictions and reflections: A task in examining interpersonal perceptions

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We introduce a new paradigm, called Predictions and Reflections (PAR) which addresses several current concerns in accuracy research—criterion objectivity, realism of judgments, type of perception (active vs. passive) and judge motivation. This paradigm uses judgments about beliefs and values to make accuracy research objective, realistic, active, and fun and motivating for participants. Additionally, we visit the relationship between group size and accuracy. We suggest that an increase in group size leads to a decrease in judgment accuracy. We conclude that group size decreases judgment accuracy when a deception strategy is applied, meaning a participant benefited by other participants' inaccurate judgments of them.

System justification and system rejection: The role of sub-group identification in social change

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Major theories within social psychology explain the existence of widespread inequality and prejudice by arguing that low status groups accept the necessity of dominant-subordinate hierarchies and seek to justify and legitimise the system that acts against their self-interest. These theories emphasise system stability and fail to explore the conditions under which social change occurs. Following self-categorisation theory, central (but neglected), variables are the role of ingroup norms and the violation of such norms and the implications for superordinate (system), and sub-group identification. System identification (and legitimacy, justification), follows from actions that are in line with the rules, laws, principles, and beliefs that "we are supposed to share". It is when a norm supposedly shared by both ingroup and outgroup members is violated that sub-group identification (and system illegitimacy, rejection), and associated intergroup conflict are likely to emerge. In line with these predictions, the results of three studies indicated that system justification was less likely when disadvantaged group members identified less with the organisation or more with their disadvantaged subordinate group. The violation of higher order

norms also played a role in these processes. Implications for the dynamics of social change are discussed.

Age matters: The effect of job applicant age on hiring decisions

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This study investigated the nature of age discrimination (double standards), faced by older age applicants seeking employment. In particular, the notion of preferred age of employment and the factors underlying this were examined. Participants (tertiary students and people working in full time employment), were presented with a hypothetical job applicant (aged between 33 and 66), and were required to evaluate this applicant along several dimensions (e.g., trainability, sociability) as well as indicate the likelihood of hiring that applicant. The students produced most of the significant age related results; the pattern of the data showed that students had a preference for hiring a job applicant aged around 42 years. Job applicants at both the older and younger ends of the continuum were less likely to be hired, with the oldest applicants (i.e., 54 plus), being the most unlikely to be hired. Younger job applicants tended to be less preferred due to stability concerns (i.e., how reliable, how long they would stay with an organisation). In contrast older job applicants were perceived to have poorer flexibility than younger applicants and this appeared to underlie the unfavourable hiring decisions they received.

Injured identities: Queer rights claims and the discipline of psychology

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Increasingly, psychological arguments are being used to legitimate the rights claims of queer people. Such claims have a relatively long history (e.g., in lesbian mothers' battles to retain custody of children post-heterosexual marriage) yet there persists a dilemma inherent to such claims: they primarily require queer people to adopt a posture of 'injury' or 'damage' in order to 'prove' the legitimacy of psychological claims to rights. The problem that arises from this is that whilst queer people do experience various forms of erasure on a daily basis, arguing for rights on the terms of injury can serve to maintain a focus on the individual plaintiff who has been injured, rather than on the institutions in which discrimination is based. This paper thus explores what it means to claim rights on the basis of an 'injured identity', and does so by utilising the example of same-sex marriage, and the psychological arguments that have been made in this regard. The paper proposes that what is required is a focus on how injury is produced as a viable identity for queer people, and how this may serve to both perpetuate and erase queer experiences of discrimination, often at the very moment they are verbalised.

Evidence for a bias against stimuli that are in the wrong places in category systems

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Category systems are functional and adaptive because they help people to process information in a complex world. In addition, people are motivated to create, maintain, and protect simple structure in their lives. Based on these assumptions, we propose that people are motivated to protect the functionality of the category systems that they use. One corollary of our category protection theory is that people should hold relatively negative evaluations about stimuli that reduce the functionality of category systems. Consistent with this prediction, data from four studies indicate that people have less favourable evaluations of shapes, letters, animals, and people when these stimuli are presented (a), in the wrong categories (migrant stimuli), and (b), outside of the right categories (excluded stimuli), compared to when they are presented inside the correct categories (control stimuli). We discuss an alternative explanation for this displaced stimulus bias in terms of processing fluency.

Lesbian women and conceiving the family: Conception options and decisions, and the legal and public policy context

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The legal, public policy, social and discursive contexts within which lesbian women live, influence conception options and decisions, and subsequent family life. In Australia, some states have enacted significant legal and policy changes to remove discrimination and to recognise the family relationships of people in lesbian-parented families (e.g. Western Australia and the ACT). Other states, notably Victoria, have laws and policies which discriminate against and fail to recognise the non-birth mother in a lesbian-parented family as a mother, and lesbian-parented families as families (other than as single-parent families). Proponents and opponents of discriminatory laws and policies regard them as attempting to construct lesbian-parented families as less worthy of respect and recognition — even as less entitled to exist or as non-existent — than families which have a heterosexual, partnered mother and father. This paper explores some of the ways in which the family-related legal and policy context can influence conception decisions made by lesbian women, and subsequent family life. Based on

interviews with 70 Australian mothers, service providers and community organisers (including lawyers, fertility specialists, counsellors, and activists), it considers some of the negative effects of discriminatory laws and policies, and some of the benefits of more progressive laws and policies.

Dispositional determinants of persuasion by source authenticity

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In previous research we have established the authenticity of a producer or service provider to be an important determinant of decisions to purchase and positively evaluate the product or service. Authenticity is conceived as bearing the qualities of being legitimate, genuine and natural, and though related, is distinct from other source characteristics such as credibility, honesty and trustworthiness. Two cues to a producer's authenticity are his/her enjoyment in the production process and his/her ethnic or cultural congruence with the product/service. The present study sought to investigate the psychological processes underlying a preference for authentic products/services by examining several individual difference variables thought predictive of such preferences. In particular, we hypothesised that peoples' beliefs regarding an essential and individual self, magical beliefs, (low), need for cognition, and representative thinking, would make people more susceptible to persuasion as a function of the producer's ethnic authenticity. All but the last hypothesis received support in the data.

Are New Zealand public attitudes to genetic engineering (GE), changing?

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Two commonly proposed uses of GE technology are medical applications and food production. Proponents believe that it holds the promise of great benefits for humanity. Proposed benefits include: helping to solve the world's food problems, helping to cure the world's major diseases, and a reduction of negative environmental impacts associated with modern agricultural practices. However, there is considerable public debate and resistance to the technology – particularly in Europe and also in New Zealand. Opponents claim that the technology is immoral or presents unacceptable risks: long term consequences are uncertain regarding human and animal safety; environmental consequences are unpredictable and potentially irreversible. I claim the science community has a responsibility to respect public moral values and beliefs in their research endeavours. However, public values and beliefs may

change over time. What is the New Zealand public's attitude, values and beliefs regarding GE? Are they changing over time? If so, what is the direction of change? Such questions are important for the answers hold implications for both a democratically oriented New Zealand science agenda that fits with New Zealanders' values, and for an understanding of the likely uptake and return on investment from expensive GE research and development.

Do as we say and as we do: The interplay of descriptive and injunctive group norms in the attitude-behaviour relationship

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Past research on the social identity approach to attitude-behaviour relations, has operationalised group norms as a mixture of both descriptive (i.e., what people actually do), and injunctive aspects (i.e., what people think you should do). The results of two experiments designed to tease apart the relative impact of descriptive and injunctive group norms will be reported. In both studies, university students' attitudes towards current campus issues are obtained, descriptive and injunctive group norms are manipulated orthogonally, and participants' post-test attitudes, behavioural intentions, and behaviour are assessed. In both studies, injunctive and descriptive group norms interact to influence attitudes, intentions, and behaviour, such that the critical determinant of attitude-consistent behaviour is the extent to which the content of the two norms is consistent. Thus, this research illustrates that groups influence our attitudes and behaviours in two ways, not only by what they say, but also by what they do.

Co-occurrence, covariation, and comorbidity

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For binary variables, comorbidity is simply co-occurrence. However, comorbidity is problematic for continuous variables, even when they measured on the same scale. Clearly correlation will not do, both because it ignores scale location (i.e., it is "scale free"), and measures the extent of a linear relationship rather than co-ocurrence. A simple and effective approach is available by converting observations to quantiles and using order statistics (where the quantiles for each case on a collection of variables are ordered from the lowest to highest). Given a collection of independently distributed variables, the difference $W =$ largest quantile – smallest quantile and the ratio $Z =$ smallest$/(1 - W)$, have known beta distributions and are independent of each other. If all of the variables are positively correlated then $1 - W$ measures multivariate covariation and Z measures co-occurrence. Thus, we have independent null-

hypothesis tests for multivariate covariation and co-occurrence, the two constituents of comorbidity. With a suitable parameterisation we may model the effects of categorical and/or continuous covariates on W and Z, using the beta-regression technique developed in Smithson & Verkuilen (2006). Because we are using quantiles (fractional ranks) this approach is "distribution-free."

Risk orientation, loving and liking in long-term romantic relationships

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Romantic partner congruence in risk orientation has been claimed to predict sexual and relationship satisfaction. However, sensation-seeking also correlates negatively with relationship satisfaction for both sexes. Our study of 147 heterosexual couples in long-term relationships tests these two hypotheses in combination, in six risk domains (recreation, health, ethics, social, gambling, and investment). The dependent variables are measures of loving and liking and the independent variables are self and partner risk-taking assessments by both members of each couple. We find no compelling differences between females' and males' accuracy in estimating their partners' risk orientations. Higher self-reported risk taking negatively predicts loving and liking. Higher ratings of partner's risk-taking by self negatively predicts loving and liking whereas partners' own risk-taking ratings do not, indicating that perceived partner risk orientations predict loving and liking rather than partners' self-reported risk orientations. Likewise, the congruence hypothesis is supported in all domains for self-partner differences but only in one domain for differences between self-ratings by each partner. Finally, ethical, health, and gambling domains are the most important predictors of loving and liking.

Modeling polarisation

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Methods for detecting polarisation, i.e., responses on a dependent variable (DV), tending to the extremes of the scale, are limited to simply demonstrating its existence. We propose straightforward GLM techniques for actually modeling polarisation as a function of independent variables. In our approach the distribution of the DV is modeled by a convex sum of two appropriate distributions, say f1 and f2. We can have models in which independent variables influence the relative sizes of f1 and f2, either or both means of f1 and f2, or even the variances of f1 and f2. There are three "pure" kinds of polarisation models corresponding to these three influences,

although most real polarisation phenomena involve combinations of them. We present methods for testing and estimating these models, with applications to real data. We also briefly discuss what these models imply about the social psychological study of polarisation.

Extending Alexander's Ecological Dominance – Social Competition (EDSC)

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Alexander's Ecological Dominance and Social Competition (EDSC) model provides the most comprehensive overview of human traits in the development of a theory of human evolution and sociality. His model provides the basis for explaining the evolution of human cognitive abilities. Our paper extends Alexander's model by incorporating the human trait of information behaviour in synergy with ecological dominance and social competition. The paper discusses the nature of human information behaviour (HIB), as a key human trait linked to general intelligence and cognitive change, as humans developed processes that allowed them to seek, integrate and organise information. An evolutionary HIB theory, including an initial evolutionary HIB model is provided that highlights how HIB's have evolved. The evolution of HIB's has enabled humans to be increasingly successful with environmental challenges.

Negotiating multiple identities during organisational change: The role of formal and informal identities

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This study identified and described multiple groups that were salient to employees in a large hospital undergoing restructuring and examined how these different groups perceived and responded to communication about the changes. Thirty-three semi-structured interviews were conducted with a broad cross-section of employees and some past employees. They spoke about the change process, including factors associated with communication of the change. Results indicated that multiple groups such as profession and work unit were salient to participants and reflected their formal organisational structure. Participants also acknowledged informal intersecting roles across the organisation that reflected the socio-historical context of the organisation. These informal identities were crucial to perceptions of communication about the change and responses to the change. The most important was the distinction between the "carers" and the "warders". We explore

how people manage the conflict between formal and informal identities.

Sugar and spice and all things nice: The role of gender stereotypes in jurors' perceptions of criminal defendants

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Within the criminal justice system female defendants have been found to be judged both more harshly and less harshly than their male counterparts. The continuum model of impression formation would propose that this variation in treatment is a function of the stereotype (offender or gender), against which the defendant is compared. The current study tested this model by manipulating defendant gender (male or female) and thus their congruence with offender stereotypes, and defendant traits (stereotypically feminine or masculine) and thus their congruence with gender stereotypes. One hundred and thirty-seven participants read a fictional court transcript in which the defendant had been charged with murder. Participants were then asked to find the defendant guilty or not guilty before evaluating both the defendant and the case. Results revealed male defendants were more likely to be found guilty than female defendants and that female defendants described as possessing masculine traits received longer prison sentences and their defence was considered less convincing than those described as possessing feminine traits. The theoretical implications, limitations, and future directions of this research are discussed.

Political solidarity in intergroup relations: When good people do something

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This study is concerned with the intergroup context in which people act collectively not for their own benefit, but rather to benefit another group, thereby engaging in 'political solidarity'. We present a model that predicts not only whether people will have supportive attitudes towards another group, but also when they will be willing to actively support that group collectively. Non-activist university students are presented with a highly contested social issue (mandatory detention of asylum seekers in Australia), and either asked to take a stance on the issue or respond without committing to a particular point of view (while being aware of the opposing positions). Our results show that, overall, participants who were against- compared to pro-mandatory detention were more likely to engage in the political solidarity process.

More interestingly, however, our experimental manipulation successfully predicts when participants who are against mandatory detention will go beyond passive expressions of sympathy, and show willingness to act collectively to support asylum seekers. Participants were more willing to engage in collective action when they were not asked to choose a specific position on the issue, but rather acted in terms of the relevant superordinate identity. Theoretical implications of these findings are discussed.

Birth order effects reflect differential levels of material and socioemotional parental investment

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Facing the prospect of producing several offspring over a lifetime, human parents have been selected to make adaptive decisions about when and how much to invest in each child. On the other hand, children have been selected to increase the level of parental investment by employing particular developmental strategies. As a result, children of different birth orders may manifest different personality characteristics, and rates of somatic development. Such birth order effects are presumably a function of the level or type of parental investment secured by children of different birth orders. To test this supposition, relationships among birth order, material and socioemotional parental investment, scores on the Revised NEO Personality Inventory, and somatic development were examined in two studies. Results of both studies showed that firstborns received higher levels of material investment and lower levels of socioemotional investment compared with laterborns. In Study 1 laterborns obtained higher scores on Extraversion and Agreeableness domains of the NEO-P-I-R compared with firstborns. Study 2 showed that laterborns achieve smaller adult size and matured later than firstborns. As expected, measures of parental investment appeared to be better predictors of personality traits and somatic development than birth order.

The agony and the apathy: People care about the wording of criticisms of their own but not others' groups

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When talking about their groups' positive achievements (e.g., sporting victories) people tend to use first-person pronouns such as "we" and "us", but when talking about its failures (e.g., sporting defeats) they tend to use third-person pronouns like "they" and "them". However there is no evidence that this self-enhancing use of pronouns helps speakers win approval. Indeed recent findings suggest

that people who use self-effacing pronouns (e.g., "we are racist"), are actually liked more by their fellow group members, largely because they are seen to have better motives. The present experiments replicate these findings, and extend them by showing them to apply only when audiences are comprised of insiders: bystanders who do not belong to the criticised group are unaffected by critics' linguistic choices. The present findings clarify how societal norms and social identity processes shape people's responses to group criticism. Specifically, for both insiders and bystanders the acceptability of criticisms depended on the motives they attributed to critics. However, only insiders inferred critics' motives from their pronouns. Being threatened appears to motivate insiders to subject criticisms to more careful, and more critical, interpretive scrutiny.

Developmental changes in self-stereotyping and ingroup favouritism during adolescence

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The social identity perspective (SIT, SCT), provides a robust account of social identity as a dynamic process, varying in response to current context. Yet the social identity perspective tends to focus on short-term fluctuations in social identity, and pays less attention to longer-term processes such as developmental changes. This study investigated developmental changes in social identity processes during adolescence, when developments in cognitive abilities and social context are likely to influence social identity effects. Participants from three age groups (early, mid, and late adolescence), were allocated to conditions that activated either gender or peer group identity, and then completed various measures of self-stereotyping and ingroup favouritism. Results generally showed more self-stereotyping in the peer group than gender identity condition, and this effect was particularly strong for early and late adolescents. Ingroup favouritism effects were greatest in early and mid adolescence. Favouritism effects were stronger overall in the peer group than gender identity condition, but this was qualified by age where early adolescents did not distinguish between peer and gender conditions. The findings illuminate developmental changes in social identity, and indicate the need for further research into cognitive and social context developments as potential mechanisms underlying these changes.

The social psychology of making poverty history: The role of group-based emotion and efficacy in promoting support for people in developing nations

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Van Zomeren, Spears, Fischer and Leach (2004), recently outlined a dual pathway model of social action which suggested that group-based emotion and efficacy are important in promoting social action to reduce ingroup disadvantage. Two studies tested whether emotion and efficacy are relevant processes in promoting support to reduce another group's disadvantage, in the domain of international aid. Consistent with van Zomeren et al.'s model of social action, group-based emotion and efficacy (stemming from opinion-based group identification), seem to be important processes in promoting efforts to combat poverty and preventable disease in developing nations. However, the three prosocial emotions guilt, sympathy and moral outrage were implicated in different ways. Results are discussed with regards to practical implications for designing campaigns to promote volunteerism by building on relevant group memberships, emotions and beliefs.

Self-worth protection: Links with perfectionism, self-criticism and goal orientation

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The self-worth theory of achievement motivation holds that when poor performance is likely to reveal low ability, certain students (known as self-worth protective students), intentionally withdraw effort in order to avoid the negative implications of poor performance in terms of damage to self-worth. In the present study, links between self-worth protection, levels of self-criticism (internalised vs. social comparison) goal orientation (mastery vs. social comparison), and perfectionism (socially prescribed vs. self-oriented), were examined, with the aim of clarifying ways in which perfectionism and self-criticism mediate the link between self-worth protection and performance goals. Undergraduate university students (N = 281), completed the Self-Worth Protection Scale, the Levels of Self-Criticism Scale, the Multidimensional Perfectionism Scale, the Goals Inventory and the Marlowe-Crowne Social Desirability Scale. Performance goals were positively related to self-worth protection, as were self-oriented and socially-prescribed perfectionism, and internalised and comparative self-criticism. Learning goals were negatively associated with self-worth protection. Both self-oriented and socially prescribed perfectionism, internalised and comparative self criticism mediate the

relationship between self-worth protection and performance goals. These self-views result in a tendency to subscribe to performance goals in favour of learning goals, while perfectionistic standards reinforce the salience of ability as a criterion of self-worth.

Is self-worth protection best regarded as intentional self-handicapping behaviour or as an outcome of choking under pressure?

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Self-worth protective students characteristically perform poorly when they anticipate poor performance will reveal low ability, yet perform well in situations that involve little threat to self-worth. The present study sought a further understanding of this variable pattern of achievement, assessing two possibilities: (1) that the poor performance of students high in self-worth protection (SWP), in situations of high evaluative threat may represent self-handicapping behaviour in the form of strategic withdrawal of effort, and (2), that the poor performance of students high in SWP is an outcome of anxiety or 'choking under pressure'. Seventy-two undergraduate students who were either high or low in SWP were assigned to either humiliating failure, failure allowing face-saving, or success. They subsequently attempted 20 anagrams and 12 remote associates tasks, assessing performance, followed by 16 unicursal tasks during what was believed to be a practice period, providing an assessment of intentional self-handicapping. Students high in SWP performed poorly on the anagrams and remote associates following humiliating failure and reported greater anxiety than students low in self-worth protection. These outcomes provide little support for an interpretation of self-worth protections as self-handicapping behaviour, instead supporting an interpretation of self-worth protection as an outcome of choking under pressure.

Commitment and identification of Welsh rugby supporters to merged teams

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For many sports fans an important part of their self-concept is related to their identity as a supporter of a club or team. This ESRC funded three-year longitudinal study has examined the nature of changing supporter allegiances, boundaries and intergroup rivalries among Welsh rugby supporters. This group of supporters is particularly interesting because traditional club boundaries were recently redefined, creating a unique research opportunity to examine longitudinally the effects of changing boundaries on traditional patterns of identification. The results have shown that although there was an initial drop in identification and commitment, these have increased over the period of the study. The changes have also had an impact on the identification with the superordinate group (national team). The study has also documented the development of new intergroup rivalries, which is in part based on traditional city rivalries, but is also related to the composition of the group. A distinction appears to have been drawn between teams that are based on traditional teams and those who have been created from several merged clubs. The findings have implications for understanding social identity and group processes, as well as practical recommendations for managing group mergers in other contexts.

A multidimensional model of commitment to a sports team

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For many individuals who follow various sports, their allegiance to a particular team is very important. The aim of this research was to understand what makes a committed fan and develop a measure to assess this. Four studies were conducted where a four-factor 16-item scale of commitment was distributed to sports fans. These components are support (actively attending matches and following their team); identification (wearing team colours and displaying merchandise); loyalty (dislike of rivals and in-group favouritism), and an individual component (knowledge of team and willingness to change teams). Supporters from a range of sports were asked to complete the Commitment scale. They were also asked who they supported, how long they had followed the team, and whether they wore team colours and attended matches. Both exploratory factor analyses and confirmatory factory analyses were conducted, which showed that a four-factor model had a good degree of fit. Further analyses showed that the questionnaire had good reliability, internal consistency, as well as adequate external and predictive validity. The results of this series of studies support a multidimensional model of commitment and a scale with promising psychometric properties to measure these dimensions of commitment.

The Cinderella Effect and unintentional childhood fatality

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In an attempt to extend Daly and Wilson's theory of discriminative parental solicitude, we investigated

whether the repeatedly demonstrated increase in risk of child abuse and infanticide associated with living with a step parent (the Cinderella Effect), generalised to cases of unintentional childhood fatal injury, the most common cause of death in children across the developed world. Reports were drawn from the Australian National Coroners' Information System (NCIS), on all cases of intentionally (n=32), and unintentionally (n=319), produced fatal injury in children aged under 5 years between 2000 and 2003. Even when using the most conservative possible analytic approach, in which all cases in which family type was unclear were classified as being from an intact biological family, step children under 5 years of age were found to be at significantly increased risk of unintentional fatal injury of any type, and of drowning in particular. Children from single-parented families were generally not found to be at significantly increased risk of intentional or unintentional fatal injury, while children who lived with neither of their biological parents were at greatest risk overall for fatal injury of any type.

Social values and mortality salience in a Prisoner's Dilemma: Charles Dickens may have been wrong about Scrooge

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In two stages, this study examined how social values influenced how they played a Prisoner's Dilemma game, and how their game strategy was influenced by mortality salience. Three-hundred and twelve participants played one-shot Prisoner's Dilemma games both before and after a mortality-salience manipulation. Results suggested that individualistic and competitive participants prefer, and make, selfish choices that reflect the incentive structure of the Prisoner's Dilemma, whereas prosocial participants prefer cooperative options. This result suggests that prosocial participants subjectively transform the Prisoner's Dilemma into an assurance game and make choices based on these subjective transformations. In the second stage of the study, mortality salience significantly increased the cooperative behaviour of prosocials toward both in-group and out-group members, whereas cooperation did not increase for individualistic and competitive participants. This result suggests that cooperative behaviour serves a terror management function for people with prosocial values.

Authorial credibility and 'category condemnation' in the memory debate

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Within the broad context of the memory debate this paper provides an analysis of authorial credibility. Based on readings of key texts dealing with recovered/false memories the analysis examines how authorial credibility can be established as a result of claims about category memberships. By invoking the notions of 'membership categories' and the 'management of stake' the analysis suggests that while certain memberships may be useful in establishing credibility these can also create dilemmas of stake requiring careful management by authors. Finally the notion of 'category condemnation' is developed as it describes the working up of category memberships in order to undermine the credibility of opponents.

The impact of religiosity and political orientation on public attitudes about punishment goals

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Over seventy percent of Australians endorse stiffer penalties for law-breakers and over 50% a death penalty for murder offenders (Australian Election Study, 2004). What is the basis for these punitive attitudes? Is it possible that attitudes about punishment are dependent on the value priorities that a person holds? The current study examined the possible relationship between person's religious and political values, and his/her attitudes towards punishment. Participants were 204 students who responded to a self-administered questionnaire incorporating measures about attitudes to punishment goals (retribution, deterrence, protection of society, rehabilitation) religiosity, and political orientation. The results will be presented and discussed.

Um, uh, could you possibly, please help? Stereotype threat and communication

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Although stereotype threat typically results in performance decrements, evidence suggests that women can react against the stereotype and display superior performance. Reactance occurs when the threat is explicit and the target of the demeaning stereotype has the capability to perform well. In this study the stereotype of women as poor leaders was explicitly or implicitly activated. Following stereotype activation, female participants role-played various managerial scenarios (e.g., requesting overdue work, assigning tedious tasks to subordinates). Female participants in the explicit threat condition adopted a more direct and assertive style of communicating, whereas female participants in the control and implicit conditions responded to the scenarios in a more typical feminine fashion. That is, requests by these women included more hedges, elaborations and were

less direct and succinct compared to participants in the explicit threat condition.

Sexual regret

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We hypothesize that regret improves future decisions by enabling people to avoid mistakes that have important consequences. Anticipated regrets should therefore track sex-differentiated adaptive problems. We predicted that men would regret missed sexual opportunities (sexual omission), more than women, whereas women would regret sexual encounters (sexual commission), more than men. Women and men (N = 200), rated their own likely regret in response to various situations. Women more than men reported that they would regret having sex in a relationship that turned out to be only short-term (p < .001) whereas men more than women reported that they would regret missing a sexual opportunity (p < .001). These anticipated regrets were corroborated by women's and men's ratings of their own past regret experiences. These findings were then further explored in a sample of 80 men and women who wrote essays about the nature of their sexual regrets, which were coded for the factors relevant to omissions and commissions. In contrast to previous research, these results demonstrate sex differences in regret, and they indicate that the intensity of regrets of omission or commission differ by domain.

Attitude functions and prejudice

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This paper examines the reasons people provide for intergroup attitudes in Australia. We ask whether negative attitudes are more likely to be based in utilitarian concerns, such as fear for physical safety or hedonic wellbeing, or in symbolic concerns, such as expression of cherished values or conflict with the values of another group. Study 1 examined attitudes towards Asylum Seekers and Australian Aborigines in a sample of 654 Western Australian respondents in urban and rural locations, and Study 2 examined attitudes towards six target groups in a sample of 295 respondents from the University of New England, NSW. Different attitude functions significantly predicted prejudice. In Study 1, the utilitarian function predicted negative attitudes, while the values-self function (expression of one's own values), predicted positive attitudes. In Study 2, values-self again predicted positive attitudes, and values-others (focus on values of the other group), predicted negative

attitudes. There was some variability across types of groups. In particular, the effect of values-self was strongest in relation to higher order groups (Asylum Seekers, Ethnic Minorities). Results are discussed in relation to anti-racism strategies. We briefly present some results from a third study that matched persuasive messages to attitude functions.

Temporal frames of disadvantage for the ingroup and preference for system change

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Consistent with recent advances in the field, this paper presents research concerned with whether preference for system change depends on the extent to which prospective system change disadvantages the ingroup. The reported research also represents one of the first attempts to investigate whether preference for system change depends on the degree of change over time in the level of disadvantage for one's ingroup, as embodied in system change. Indeed, by creating different combinations of past and prospective inequalities for the ingroup, the research explores whether reasoning regarding 'system justification effects' extends beyond enhanced support for existing social arrangements, to other responses associated with system change. In the first study, participants indicated their preference and support for system change when they were allocated to experimental conditions that varied in terms of the level of disadvantage to the ingroup under a past social arrangement (decision-making committee), and under a prospective system change. While the level of prospective disadvantage for the ingroup affected participants' preference for system change, there was no evidence of the system justification-type effects that were expected. A second follow-up study, explored the impact of the salience of social identity and level of decision-making influence on system change preferences.

Retributive versus restorative justice

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Based on recent developments in criminology and law, it is argued that there are two different psychological notions of justice after rule-breaking. Retributive justice refers to the notion that an offender needs to be punished in order to re-establish justice after an offence. Justice is here satisfied through the unilateral imposition of punishment on the offender. In contrast, restorative justice regards a transgression as a conflict between victim, offender and community, which thus needs to be resolved in interaction between these parties. Justice is here satisfied through the

reaffirmation of the values violated by the offender. This process involves the bilateral working towards a value consensus through dialogue, apology, and forgiveness. It is theorised that unilateral punishment primarily serves a degradation of the offender to restore the victim's status, power or autonomy, whereas consensus-building serves the reaffirmation of shared values and identity. Hence, it is predicted that restorative justice is more strongly endorsed when respondents share a relevant social identity with the offender, whereas retributive justice is more strongly endorsed when a shared identity is lacking. Two scenario studies with university students provided evidence for the predictions. The findings will be discussed in relation to a continued research program.

The subjective experience of the lesbian (m)other: An exploration of the construction of lesbian maternal identity

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Empirical research investigating lesbian families over the last 30 years began in response to judicial decisions where divorcing lesbian biological mothers were being denied custody of their children in the best interests of the child. One belief contributing to such legal decisions was that lesbians were unfit to parent. While subsequent research has provided evidence that refutes such beliefs, little of that research has focused specifically on the experiences of the non-biological mother in lesbian families. This paper explores the subjective experience of Australian non-birth mothers in planned lesbian families as they construct their maternal identity within a nexus of discourses that position them as deviant and Other. Seven lesbian co-mothers participated in audio taped interviews which were then analysed using interpretative phenomenological analysis. The findings suggest that co-mothers continually position and re-position themselves as they construct their role, which is both the same as, and different to, conventional notions of mother and/or father. Negotiating their maternal identity outside of the hetero-normative discourses of family, they also find themselves confronting the possibility of homophobia on daily basis. This study has implications for how we construct notions of family, mother, and parent in Western society.

Essentialising nations: A comparative study of Irish and Australian national identity

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Little research has explored national attachment in terms of peoples' conceptual beliefs about their nation. From the perspective of psychological essentialism, we proposed that people may construe their national identity in terms of its fundamental nature, or its essence, and that this might be based in biological heritage (e.g., ethnicity) or in symbolism (e.g., national symbols and icons). We explored the nature of peoples' essentialist beliefs about their national identity, and their correlates and implications in two countries; one ethnically diverse (Australia) and one more ethnically homogeneous (the Republic of Ireland). As predicted, both Australians and Irish endorsed a symbolic essentialist view of their national identity. However, Irish were more likely to also endorse a biological essentialist view, and these biological essentialist beliefs explained their more negative attitudes towards out-groups. Across both cultures, essentialist beliefs were associated with stronger national attachment, more negative out-group attitudes, and higher social dominance orientation, need for cognitive closure, and right-wing authoritarianism. While symbolic essentialist beliefs were associated with stronger national attachment, biological essentialist beliefs were associated with negative out-group attitudes. The implications of these beliefs are discussed in terms of their consequences for inter-group behaviour, and their theoretical implications for psychological essentialism.

The role of media coverage of international events in white Australians' tolerance of Muslim minority cultural practice in Australia

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Recent events indicate increasing tensions between majority populations and Muslim immigrants, not only in Australia but in other Western nations such as Britain and the Netherlands. Much debate focuses on the extent to which minority cultural practice should be tolerated, raising the question: is tolerance of minority practice simply a matter of ideology about how societies should be run, or is it also affected by perceptions that particular minorities are inherently incompatible with Western culture and should therefore assimilate or leave? This paper will present findings from a series of studies looking at the relative role of pluralistic ideology and perceptions of intercultural threat from Muslims in White Australian tolerance of Muslim cultural practice, with particular focus on the role of media dependency and media stories of Muslims involved in international conflicts in shaping attitudes about the perceived ability of Muslims to fit in with Australian society and the extent to which their culture should be tolerated in Australia. Results of three studies indicate that media dependency can amplify the impact of intercultural threat on tolerance of Muslim practice, because it makes salient exemplars of Muslims in conflict with other groups. Implications and future directions will be discussed.

'Now that's fair dinkum academic debate, but this affects people's lives': Managing stake, categorisation and accountability in a 'medico-academic' debate

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In recent years increasing media attention has highlighted the possibility that antidepressants may cause many disturbing side effects, including suicide. However, coverage of these issues has been criticised as negatively effecting those suffering from depression. This paper investigates how it is that raising concerns about antidepressant medications is viewed as detrimental when the drug may potentially be causing these same people harm. Employing the methods of discursive psychology, this study examines the construction of arguments surrounding this issue via the analysis of a public debate in which the potential side effects of SSRIs were the topic of concern. I demonstrate how one speaker manages issues of stake and deploys rhetorically self-sufficient arguments, to construct a reasonable case for the provision of warnings, while the other speaker's strategic use of categories and 'commonsense' arguments works to construct the issue of side effects as a contentious and illegitimate concern. The arguments employed by both opponents are discussed in terms of their rhetorical power and social consequences.

"Diana was killed 'cos she found out that the Royal family are reptile-human hybrids": A qualitative analysis of conspiracy beliefs

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Conspiracy historians argue that conspiracy theories are ubiquitous across different historical periods, but that their popularity also waxes and wanes depending on specific events. Since the destruction of the Twin Towers on September 11, there has been a notable increase in conspiracy beliefs relevant to a number of high profile events. For example, debate continues over the identity of the 'real' architects of September 11 (and subsequent 'terrorist' attacks in Spain, Bali, and the UK) the motivation and justification for the subsequent invasion of Iraq and (more recently), the publication of cartoon representations of Mohammed, while Dianaphiles await eagerly the outcome of the current investigation into the 1997 death of Princess Di. In this paper, I will locate and outline the psychological nature of conspiracy beliefs, with illustrations drawn from qualitative analysis of a range of public domains (internet and other news media) and, discussions of the debates described above. Among other things, I conclude that conspiracy beliefs may share similarities with other non-normative beliefs (e.g., in paranormal phenomena), but that they also represent uniquely self-sufficient and encapsulated belief systems for which the lack of evidential support is in fact a maintaining factor.

Human values, beliefs about subordination, and political conservatism

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This paper develops a theoretical model of socio-political conservatism as the outcome of two families of beliefs about subordination (operationalised as Social Dominance Orientation and Right-Wing Authoritarianism) which in turn reflect two basic dimensions of human values – self values of Self-Transcendence versus Self-enhancement and change values of Conservation versus Openness to change. Regression analyses of New Zealand student (N=272), and general population (N=431), samples indicated that, together, human values and beliefs about subordination strongly predicted conservatism (Multiple-Rs >.65) with Dominance and Authoritarianism accounting for significant unique variance. Self values showed both direct and indirect (via Dominance), effects on conservatism, while the effect of change values on conservatism was mediated through Authoritarianism. It is argued that Conservatism reflects the dual functions of self-enhancement and opposition to change.

Underlying motivations for belief in media bias

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This study investigates the social psychological motivations underlying the formation of a hostile media bias, whereby partisan groups perceive media coverage as unfavourable to their own point of view. Pro-gay (n = 69), and anti-gay (n = 53), partisan group members read a written report on the issue of gay marriage and parenting, and were randomly assigned to have this information presented as a student essay, an article from a low-reach newspaper, or an article from a high-reach newspaper. As predicted, evidence for hostile bias was found only in the context of the media, and partisans tended to assimilate towards rather than contrast to the same information when it was presented as a student essay. Contrary to expectations, the newspaper article of low potential reach was associated with greater hostility than the newspaper article of high potential reach. There was therefore little support for the theory that perceptions of media hostility are driven by partisans' concerns over the potential reach and influence the information may have on others. It is instead suggested that perceptions of hostile media bias can be explained in terms of the perceived integrity and trustworthiness of

the source, and the ingroup/outgroup status of the author.

Experience mediates the effect of counterfactual thinking on mood

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Zuchetti and Chan (2005), assessed how different modes of counterfactual thinking affect mood after somewhat positive outcomes. It was found that the consideration of both upward and downward counterfactuals simultaneously, resulted in a more balanced perspective whereby mood remained relatively unchanged, as compared to considering either upward or downward counterfactuals alone. To test the generalisability of these findings, two scenario tasks, which were remarkably different in nature, were presented in a questionnaire to 115 undergraduate psychology students. This involved: (i), reading a fictitious close-call scenario and (ii), describing a personally experienced academic event. Both tasks required participants to rate several emotion adjectives regarding the outcome of the scenario/experience, then generate counterfactuals depending upon their randomly assigned condition (upward, downward, upward then downward, or downward then upward), and rate the mood adjectives a second time. Change in participants' mood after thinking counterfactually about the personally experienced event was comparable to our previous study; however the close-call scenario task resulted in an improvement in mood in all conditions. The mixed results suggest that the effect of counterfactual thinking on mood varies with the nature of the experience.