PhD Theses defended in 2005

February

On February 22, 2005 **Elsbeth Steenland** successfully defended the PhD thesis entitled "Stereotype Change: Effects of disconfirming information" at University of Amsterdam.
Promotor
prof.dr. R.W. Meertens

Co-promotor
dr. W. Koomen

Summary

So far, experimental attempts to achieve stereotype change through disconfirming information gave mixed results. Some research suggested that a few extremely disconfirming group members are particularly influential, while other research indicated that several group members who behave somewhat incongruently are more effective. In this thesis, we demonstrated that the most effective strategy for positively changing the stereotype of an extremely negative group is through the presentation of a few extremely disconfirming group members.
The results of our longitudinal study, however, demonstrated that changes may be transitory. In addition, we used a comparative setting and demonstrated that changing one stereotype may affect another with the net result that differences between the stereotypes of two groups are kept intact. We called this result the relativity phenomenon.
In this thesis, we also recognised that to ensure generalisation of disconfirming information, a strong exemplar–group relation is needed. We demonstrated that disconfirming information may lead to stereotype change if the association between those who behave incongruently and their group is strengthened by superimposing their group label or by accentuating group membership.
The results in this thesis illustrate both possibilities and limitations of disconfirming information to instigate change. Possibilities demand strongly disconfirming behaviours displayed by a few otherwise strongly linked group members. Limitations are mainly encountered when stereotypes are placed in a comparative setting and when stereotype change is considered in the long run.

On February 22, 2005 **Tom Frijns** successfully defended the PhD thesis entitled "Keeping secrets: Quantity, quality and consequences" at VU University Amsterdam.

Promotor
prof.dr. P.A.M. van Lange

Co-promotor
dr. C. Finkenauer

Summary

Keeping Secrets deals with the consequences of an elusive yet everyday phenomenon. It addresses both the quantity and quality of secret-keeping. With respect to quantity, it presents research on the intra- and interpersonal consequences of keeping secrets from parents in adolescence. This research includes a longitudinal study that examines the consequences of keeping secrets from parents for adolescents' psychosocial well-being and adjustment and two studies that explore the links between adolescents' concealment from parents, parental perceptions of their child's concealment, and parental behavior towards their child. With respect to quality, it presents research that investigates and compares two types of secrets: Secrets that are kept all to oneself and secrets that are shared with at least one confidant. This research includes two studies that compare the contents of these two types of secrets, a study that examines their links with well-being and adjustment, and a study that examines the longitudinal associations of keeping a secret with well-being and adjustment, and that investigates whether confiding a secret leads to increased psychosocial well-being and adjustment. The research presented in this dissertation shows that keeping secrets from parents and keeping secrets all to themselves may have important ramifications for adolescents' sense of worth, their emotions, their behavior, and their relationships with their parents. It also suggests that, contrary to popular belief, not all secrets are harmful. In fact, individuals may benefit from having shared secrets.

March

On March 1, 2005 **Reint Jan Renes** successfully defended the PhD thesis entitled "Sustained volunteerism: Justification, motivation and management" at Wageningen University.

Summary

In a society such as ours, where the tendency exists to always weigh costs against benefits ("what's in it for me?"), unselfish volunteerism seems difficult to understand. An unselfish act such as sustained volunteerism lacks clear-cut, visible extrinsic rewards or benefits. The present thesis tries to capture the rationality behind what could be considered irrational behavior. The results of six field studies showed at least four things about sustained volunteerism. First, people who identify themselves as real-volunteers, or who feel affectively committed to volunteerism, report higher levels of intrinsic motivation than people who identify themselves less as volunteers or who feel less affectively committed. Second, experiences of relatedness and feelings of meaningfulness are consistently related to the intrinsic motivation of volunteers as well as to their satisfaction and commitment. Third, when volunteers feel they are noticed, trusted, and treated respectful by their manager, they not only assess their volunteer activities more positively, but are also more satisfied with, and committed to, the activities. Finally, volunteers with relatively low self-esteem tend to perceive volunteer managers who are committed to their work and feel they have the skills and possibilities to make a difference as more transformational or inspirational than volunteers with relatively high self-esteem do.

On March 18, 2005 **Wies Dinsbach** successfully defended the PhD thesis entitled "Socialization in the workplace: A focus on migrant groups" at VU University Amsterdam.

Promotor
prof.dr. H. van der Flier

Co-promotor
dr. J.A. Feij

Summary

The dissertation is based on field research examining how workers, native Dutch and minorities, experience their socialization in the workplace. The research yields a number of interesting outcomes that enhance our understanding of socialization in ethnically diverse organizations. Contrary to our expectations, minorities evaluated their socialization experiences on average as more positive than native Dutch. This could mean that the position of minorities is not disadvantageous by definition or does not always negatively impact work experiences. It would be interesting to record minorities' expectations when they enter the workplace, in order to learn about their views. The future working experiences of minorities could then be interpreted from their own perspective.

The level of minorities' scores on the socialization domains (role clarity, task mastery, organizational knowledge and social integration) indicated positive evaluations. However, minorities experienced less friendship-related communication at work than native Dutch. Providing more opportunities for friendship and informal contact, such as team building and other social outings, can stimulate integration into the organization. In line with prior socialization theory, we found that successful socialization goes with higher levels of job satisfaction and organizational identification. Taking our study results together, we conclude that in particular organizational knowledge and friendship-related communication are related to minority workers' job attitudes. These findings reaffirm the relevance of these domains in the socialization of minorities in the workplace. Acculturating minorities into the organization might be difficult to achieve. Whereas information about the internal structure and the history of an organization can easily be provided, unwritten rules about how things are done might be more difficult to communicate. At the very least, organizations should be careful considering their culture as "normal" and as a result assume that everybody will easily understand how things work. Minorities might need extra information or help with getting familiar with an organizational culture. Although quite logical, we found that workers who do not feel supported at work have less effective socialization experiences. In addition, support appears to be relatively more effective in fostering socialization of minorities compared to native Dutch. It must be valuable for managers to know the sources on which minorities tend to rely for their information.

Of particular significance is the finding that the perception of unequal treatment of minorities has detrimental consequences. Workers who expressed the feeling that the organization treated minorities less favorably than native Dutch were less positive about their socialization and showed less positive job attitudes. While relatively few variables were related to turnover intentions, perceiving unequal treatment was significantly associated with higher intentions to leave the organization. Notably, also native Dutch employees can suffer from perceiving unequal treatment of their minority colleagues. At all times, managers should combat practices of unequal treatment in their organizations and must be aware that workers'

perceptions can be powerful.

The results suggest that ethnic identity does not play an influential role during minorities' socialization or job attitudes. It could be that minorities alter their behavior to fit into the particular social context of their work, as suggested by the alternation model (LaFromboise et al., 1993). From this perspective ethnic identity does not influence experiences in the Dutch workplace, since minorities can have a sense of belonging in two cultures without compromising their identity. We advise future researchers to concentrate more on bicultural identity. It would be useful to determine the benefits of migrants' ability to shift and take advantage of their knowledge of two cultures. Support was found for the idea that being orientated towards the Netherlands and, to a lesser extent, feeling Dutch can have favorable consequences for migrants at work. Results suggest that having a positive attitude towards the host country has some benefits for their socialization on the job. Whether migrants feel or do not feel Dutch appeared of less importance, which is in line with our previous assertion that identity does not play a major role during socialization.

Language difficulties were found to be important in the socialization process of minorities. Language proficiency is the key to successful adjustment at work. Socialization is mainly a learning process, during which effective communication is indispensable. So, it does not need further explanation to point to the relevance of dealing with language problems of minority workers. Organizations will benefit from creating a sufficient level of the Dutch language among their minority workers, because communication processes between all members will ultimately get better. Since language training often tends to be too general and not improve technical work-related communication in the workplace, we advise organizations to link language acquisition directly to everyday work situations.

On March 31, 2005 **Annet de Lange** successfully defended the PhD thesis entitled "What about causality? Examining longitudinal relations between work characteristics and mental health" at Radboud University Nijmegen.

Promotor
prof.dr. M.A.J. Taris

Co-promotors
dr. T.W. Taris
dr. I.L.D. Houtman
prof.dr. P.M. Bongers

May

On May 18, 2005 **Ruud Zaalberg** successfully defended the PhD thesis entitled "The expression of emotion in social situations: The mediating roles of display rules and social motives" at University of Amsterdam.

Promotor
prof.dr. A.S.R. Manstead

Co-promotor
prof.dr. A.H. Fisher

Summary

In this dissertation the following issue was addressed: how can we best account for the expression or non-expression of emotion in the human face? Instead of contrasting Ekman and Friesen's neuro-cultural theory (Ekman, 1972) with Fridlund's behavioral ecology view (Fridlund, 1994), key concepts from both theories were integrated within one theoretical model. Display rules and social motives were presented as distinct, but closely related constructs mediating the impact of social context on facial behaviour. Facial behaviour was observed with help of FACS (Ekman & Friesen, 1978) using interactive situations such as telling jokes, playing games, and providing feedback. In a joke-telling situation listeners' Duchenne smiles were mediated by the motivation to share positive affect with the joke-teller. Signalling this motive to others should not exclusively be related to Duchenne smiling only. Participants telling a confederate that she had passed a mathematics test non-Duchenne smiled resulting from their motivation to share positive affect. In a game-playing situation winners reduced their Duchenne smiling because they were motivated to hide their happiness reflecting concern for their opponents feelings. In contrast, losers were motivated to mask grouchy feelings by using a non-Duchenne (masking) smile. Moreover, players who were beaten by a stranger found it appropriate to mask negative feelings by reducing their Duchenne smiling. These results suggested that in order to prevent misinterpretation of facial behaviour, close examination of the underlying mechanisms is of extreme importance in future research.

On May 27, 2005 **Susanne Peters** successfully defended the PhD thesis entitled "The social psychology of being better off than others" at Utrecht University.

Promotor
prof.dr. K. van den Bos

Summary

The current thesis seeks to provide greater insight into the social psychology of people that are better off than others, meaning that they are in a more beneficial, advantageous, or satisfactory situation or position for them, have more money or, more generally, have received better outcomes. More specifically, it focuses on how people deal with being better off by studying people's reactions toward situations of overpayment. For this purpose it uses equity theory, which theoretical framework is part of the larger domain of distributive justice research and stands as the basis for most of the research on justice behavior in social psychology.

This dissertation suggests that being overpaid is probably the most intriguing outcome distribution studied in equity theory, because it creates a mixed-motive situation. When people are confronted with overpayment there is a conflict between what they want and what they believe to be right. On the one hand, overpaid people may feel the egoism-based pleasure of receiving a relatively good outcome. On the other hand, overpaid people may feel the fairness-based feeling of being unjustly advantaged. These motives may be in conflict with each other, but both of them influence people's reactions to being overpaid.

On the basis of twelve studies, this dissertation presents a working model of people's reactions to being overpaid that represents a two-phase model. In this model it is argued that, when being overpaid, people's first reaction is one that is egoism-based. It is suggested that this egoism-based, gut reaction happens in a more or less automatic manner. Furthermore, it is argued that it is only after this first automatic reaction of pleasure that people consider the fairness of the situation. It is proposed that this latter fairness-based reaction is not as automatic and fast as the first egoism-based reaction. People need just a little bit of time (e.g., several seconds) to discover, understand, and respond to the unfairness of a situation in which they are better off than others.

June

On June 3, 2005 **Catharine Evers** successfully defended the PhD thesis entitled "Sex Differences in Anger Expressions: The Shaping Role of Social Appraisals" at University of Amsterdam.

Promotor
prof.dr. A.H. Fischer

Co-promotors
prof.dr. A.S.R. Manstead
dr. P.M. Rodriguez Mosquera

Summary

It is a prevailing belief in our society that anger is a "male" emotion. However, empirical evidence does not support this assumption. Men and women equally often experience anger, and also the notion that men express anger more often than women has not consistently been found. In the present dissertation it was assumed that sex differences in anger are evoked by differences in social contexts. Different social contexts evoke different social appraisals in men and women, and as consequence they express their anger differently. Social appraisals were defined as the expected social implications of one's own anger expression. For example, 'If I express my anger the other will not behave like this in future' (positive social appraisal) or 'If I express my anger, the other will not like me anymore' (negative social appraisal). Six studies were performed to investigate the assumption that social appraisals mediate between sex and anger expression. A first autobiographical study showed that men and women report different social appraisals when expressing or suppressing anger. In three additional scenario studies social context was manipulated (intimacy, social support, and status). They showed collectively that social contexts evoked different social appraisals and anger expressions in men and women, moreover, that the negative social appraisals explained a substantial portion of the observed sex differences in anger expressions. In the remaining studies anger was evoked in social interactive settings. In Study 5 women expressed anger to a lesser degree than men did due to their expectation that anger expression had negative social implications. In Study 6 also physiological correlates of anger were taken into account. Negative social appraisals were associated with increased sympathetic activation, but were not related to sex differences in anger expressions.
In sum, the six studies demonstrated that (a) negative social appraisals provide an explanation of why men and women regulate their anger behavior differently, at least under certain circumstances; (b) negative social appraisal is associated with physiological responding; and (c) social appraisal explains a significant portion of variance in anger expressions over and above the traditional appraisal dimensions.

On June 16, 2005 **Winny Bakker** successfully defended the PhD thesis entitled "Emigration and well-being: The role of personality and cultural identity in acculturation" at University of Groningen.

Promotors
prof.dr. K.I. van Oudenhoven-van der Zee
prof.dr. J.P.L.M. van Oudenhoven

Summary

Emigration is a challenging and fundamentally psychological endeavor. The psychology of migration has predominantly been studied in the domain of acculturation research. Much of this research has focused on the description of acculturation strategies. The present research went beyond this tradition by including the role of a dual cultural background as well as personality characteristics in the acculturation process. Moreover, this research included different measures of acculturation.

The cultural identity of Dutch emigrants was examined by focusing on their preferences for acculturation strategies and by exploring their self-rated identities. First, emigrants' acculturation preferences were examined in two experimental survey studies employing a scenario method. In line with the expectation, emigrants consistently expressed a strong preference for the integration strategy: They reacted more positively towards scenarios portraying a target who interacted strongly with host nationals and who valued maintenance of the native culture as opposed to scenarios portraying a target who has little contact with host nationals and who rejects the native culture. Contrary to the expectation, the first scenario study, in which cultural maintenance was presented as either referring to maintenance of the Dutch culture or to maintenance of the Frisian culture, revealed that the preference for integration did not depend on this distinction in native cultural background. Second, the self-rated multiple identities of emigrants with a dual cultural background (Frisian emigrants) were examined. Their identity patterns were compared to the identity patterns of emigrants originating from a single cultural background (non-regional emigrants). These findings were contrasted with identity patterns found among non-emigrants of dual and single cultural backgrounds. Among the latter (non-emigrant) sample, it was found that Frisians not only expressed stronger identification with the Frisian than with the Dutch culture, they also identified more strongly with the Frisian culture than non-regionals did with the Dutch culture. Moreover, Frisians identified less strongly with the Dutch culture than non-regionals did. The results concerning the Frisian emigrants showed that the overall strength of their identification with the host culture was as high as their identification with the Frisian culture, but their identification with the Dutch culture was significantly lower. In addition, Frisian and Dutch identities were positively related. Both Frisian and Dutch identification were negatively related to identification with the host culture. When comparing the Frisian emigrants with their non-regional counterparts, it was found that Frisian emigrants identified less strongly with the Dutch culture than their non-regional counterparts. Frisian emigrants identified as strongly with the Frisian culture as non-regional emigrants did with the Dutch culture. Unexpectedly, there was no significant difference in identification with the host culture between the two emigrant groups. The results further revealed that Dutch identity among non-regional emigrants was more strongly negatively related to host identity than Frisian identity among Frisian emigrants.

In addition to the interplay between cultural background and cultural identity, the relationship

between patterns of identification and psychological well-being was examined. The expectation was that simultaneous identification with the host and the heritage culture would be most positively associated with well-being. However, the results revealed that identification with the host culture emerged as the single significant predictor of well-being, in particular of how satisfied emigrants said they were with their lives. Identification with the heritage culture, Frisian or Dutch, did not contribute to well-being, nor did the combination of heritage and host identification. Cultural identification also affected well-being in the national context. Here, identification with the Frisian or Dutch culture predicted well-being among Frisians and non-regionals, respectively. Interestingly, the data further revealed that identification with the Dutch culture was also a positive predictor of life satisfaction among Frisians in a national context.

Next to issues of cultural identity, the present thesis focused on the role of personality characteristics in the acculturation process. First, the influence of the intercultural traits of Cultural Empathy, Open-mindedness, and Flexibility on emigrants' reactions towards acculturation strategies was studied. In two samples, it was found that Flexibility was related to emigrants' reactions towards the acculturation strategies. The findings showed that individuals high in Flexibility were strongly oriented towards participation in the new cultural environment and disliked strengthening of psychological ties to the culture of origin. This outcome refines the general finding that integration is the most preferred strategy. There were no significant effects for Cultural Empathy and Open-mindedness. Second, two studies focused on the relationship between adult attachment styles and psychological and sociocultural adjustment. In line with the expectations, the studies revealed that Ambivalent attachment was negatively associated with psychological adjustment, while Secure attachment was positively related to psychological adjustment. Both studies revealed fairly similar patterns of relationships with respect to sociocultural adjustment. Secure attachment was positively related to indices of contact with members of the host and native culture, while Dismissive attachment was negatively related to these indices. Ambivalent attachment was consistently negatively related to contact with host nationals. The findings supported the unique importance of attachment in the prediction of sociocultural adjustment above and beyond the Big Five and intercultural traits. In addition, the findings indicated that the relationship between personality traits and attachment on the one hand and intercultural adjustment on the other became stronger as the perceived cultural distance between host and native culture increased. This finding underlines the idea that certain personality characteristics seem to form an inner resource which becomes more important as cultural distance increases.

July

On July 7, 2005 **Edwin Sleebos** successfully defended the PhD thesis entitled "Consequences of Perceived Intra-group Respect: The Effects of Differential Intra-group Respect on Behavior and Cognition" at Leiden University.

Promotor
prof.dr. N. Ellemers
Co-promotor
dr. D. de Gilder

Summary
Respect is an important issue in social life. Respect communicates the message that one is positively evaluated and accepted by others. This message is conveyed by social interactions and evaluative judgments. In teams, respect has a major impact on individuals' thoughts and actions. Several studies have shown that subjective perceptions of respect from other team members affected individuals' levels of self-esteem, belongingness, performance intentions, and identification. This research mainly demonstrated that the effects of respect are caused by a respect-induced concern for the collective (i.e. collective motive). In addition to this collective motive, this dissertation also addresses consequences of respect activated by a respect-induced concern for the self (i.e. personal motive).

The first four experiments build on previous work to show that respect increased individuals' actual effort on behalf of their team because respect enhanced their engagement with the team (collective motive). However, in addition these studies also reveal that disrespect can motivate individuals to increase their team directed effort. We established that this was the case because disrespect induced a concern for the self (i.e. personal motive). More specifically, in contrast to respected individuals who exerted effort on behalf of their team because they felt attached to it, disrespected individuals increased their team contributive efforts because they thought that increased exertion on behalf of it would make it easier for them to show their individual worth and transfer to another team.

Experiments five and six additionally demonstrate that both collective and personal motives are not only expressed in overt behavior (i.e. effort on behalf of the team) but also emerge in the cognitive accessibility of relational concerns associated with fairness and justice. In contrast to individuals who felt respected, disrespected individuals showed less cognitive accessibility of justice and fairness concerns. This low accessibility of such relational concerns is indicative for a decreased interest in fellow team members. Thus, whereas respected individuals demonstrated more concern for the team, this was less so for disrespected individuals despite the fact that they show similar behavior. Finally, in four samples of professional soldiers under Stabilization Force (SFOR) command in The Netherlands and Bosnia Herzegovina, we established that besides the disrespect-induced 'personal motive' to act on behalf of the team, another, respect-induced 'personal motive' exists. In addition to showing efforts on behalf of the team caused by respect-induced team identification (i.e. collective motive), this personal motive energized individuals to support their team because of higher levels of performance self-esteem. In sum, the research presented in the dissertation demonstrates the impact of perceptions of respect on individuals' behavior and cognitions, and shows that respect impacts upon collective as well as personal motives to perform in a team.

September

On September 26, 2005 **Marielle Stel** successfully defended the PhD thesis entitled "Social Functions of Facial Mimicry" at Radboud University Nijmegen.

Promotor
prof.dr. R. Vonk

October

On October 28, 2005 **Rob Nelissen** successfully defended the PhD thesis entitled "Guided by Reason, Struck by Emotion: Integrating Motivational & Expectancy - Value Accounts of Behavior" at Maastricht University.

Promotor
prof.dr. N.K. de Vries

Co-promotor
dr. A. Dijker

November

On November 8, 2005 **Irene de Pater** successfully defended the PhD thesis entitled "Doing Things Right or Doing the Right Thing: A New Perspective on the Gender Gap in Career Success" at University of Amsterdam.

Promotors
prof.dr. A. Fisher
prof.dr. C.K.W. de Dreu

Co-promotor
dr. A.E.M. van Vianen

Summary

One of the more consistent findings in career research is that women experience less progress in their careers than men. Because challenging job experiences are considered of paramount importance for career attainment, it is important to gain insight into individual differences in challenging experiences as determinant of differences in career advancement. Recently, it has been suggested that female employees have fewer challenging assignments and may, therefore, have less opportunity for career advancement than male employees have. The central theme of the present dissertation is the way in which men and women direct their own career opportunities by choosing to engage in specific activities in their pre-occupational and occupational years. The seven studies included in this dissertation consistently showed that although men and women have similar preferences for performing challenging tasks, in achievement contexts, women choose to perform fewer challenging tasks than men.
It was further shown that women, more than men, indicated that their task choice was guided by the motive to avoid failure, whereas men, more than women, indicated that their task choice was guided by the motive to show their potential. This finding seems to suggest that women try to do things right, and as a consequence choose to perform non-challenging tasks, while men try to do the right thing, and choose to perform challenging tasks. Field studies corroborated these findings, and showed that female interns and female employees working at middle job levels had fewer challenging experiences in their jobs than their male counterparts had. Finally, empirical support was found for the relationship between having challenging job experiences and opportunities for career attainments.

On November 8, 2005 **Jeroen Stouten** successfully defended the PhD thesis entitled "Virtue Summons the Fury: Coordination Rules and Fairness in Social Dilemmas" at Tilburg University.

Promotor
prof.dr. E. van Dijk

Co-promotor
dr. D. de Cremer

Summary

Situations in which personal and collective interests are at odds create possibilities to pursue self-interest and free-ride on the group's expenses. However, when all pursue self-interest everyone may be worse off. Classic economic theories have assumed that people in such social dilemma situations solely focus on their own self-interest (see e.g., Carpenter, 2003; Colman, 1982; Luce & Raiffa, 1957). On the other hand, psychological research has shown that not only self-interest can motivate people in these mixed-motive situations, but also justice and fairness motives (see e.g., Kahneman et al., 1986; Marwell & Ames, 1979; Mitchell, et al., 1993; Van Lange, 1999). The present dissertation demonstrated that in social dilemmas fairness and justice do matter as they affected people's emotions and decisions. More particular, it was shown that in social dilemma situations coordination rules, such as equality can also be seen as fairness rules and do not only represent decision rules that are easy to use. When a group member violates the equality rule, people get upset, and react negatively. In addition, people want to know why such a violation happened (Bies, 1987), and information regarding the cause of the violation shapes emotional reactions. Furthermore, these emotional reactions evoke retributive reactions, such as the urge to avenge on the perpetrator. Finally, it was demonstrated that if one does not feel accepted by the group to which the justice rule applies, emotional and retributive reactions to differences in interest in the public good may be triggered.

On November 10, 2005 **Floor Rink** successfully defended the PhD thesis entitled "Diversity and Small Group Decision Making: Towards a social identity framework for studying the effects of task-related differences on dyads and groups" at Leiden University.

Promotor
prof.dr. N. Ellemers

Co-promotor
dr. D. de Gilder

Summary

Diversity has become a topic of interest in social psychological research as well as in applied contexts due to the growing number of work situations in which diverse (e.g. ethnically diverse or multi-functional) teams are responsible for achieving collective goals. When working together with other people as a team, people can differ from each other in many ways. Central to this thesis are differences that are directly related to the task that people have to perform together (Pelled, Eisenhardt & Xin, 1999; Bunderson, 2003). Team members can possess different knowledge and skills, prefer to use different decision making strategies, or personally aim for different work or career goals. I have focused on the impact of these three task-related differences - which are referred to as informational diversity, work style diversity and work goal diversity - on both group and dyadic decision making.
While the social identity/self-categorization perspective (Tajfel, 1972; Tajfel & Turner, 1986) is generally used to explain the negative consequences of diversity in groups (e.g. Harrison, Price, Gavin & Florey, 2002), I posited the theoretical argument that social identity processes can also lead group members to evaluate their differences in a positive way. The central aim of this thesis was to show that group members can form a common identity based on the very fact that they agree and expect to differ from each other. As a result they come to consider their differences as a feature they share which is prototypical for their group. In seven experimental studies I sought to demonstrate that this would most likely happen when these differences were expected to occur prior to collaboration, or when group or dyad members differ from each other in multiple ways during collaboration (as this enables them to clearly perceive their mutual differences), rather than when they only differed partially from each other and still remain similar to a certain extent.

On November 15, 2005 **Sven Zebel** successfully defended the PhD thesis entitled "Negative Associations: The Role of Identification in Group-Based Guilt" at University of Amsterdam.

Promotor
prof.dr. R. Spears

Co-promotor
dr. B. Doosje

Summary

Conflict and hostility between groups have been present in human society since the dawn of days, and continue in the present (e.g., the Israel-Palestinian conflict, America's war against terrorism, African wars in Sudan and Rwanda). These phenomena are in part driven by the human tendency to view the characteristics and acts of the in-group in a positive light. However, relatively little attention has been devoted in social psychology to strategies that may alter such in-group-serving tendencies as a means of reducing intergroup conflict.
In this dissertation the focus is on an emotion that is experienced when people come to acknowledge how their group has illegitimately harmed another group: Group-based guilt. Of central interest is people's subjective identification with their group as a critical antecedent of group-based guilt. In addition, the impact of this emotion on opinions towards the reparation of the wrong-doing is also investigated.
Our main argument is that those who feel strongly committed to their group will downplay or justify the harm their group has inflicted more forcefully than others who identify weakly with their group. As a consequence, the highly identified may often experience less intense feelings of group-based guilt than do the weakly identified. However, although the weakly identified may thus be most inclined to feel guilty, we propose important limits to this 'guilt susceptibility' among them. Seven studies are reported that examine these arguments.

December

On December 6, 2005 **Eric Rietzschel** successfully defended the PhD thesis entitled "From quantity to quality: Cognitive, motivational and social aspects of creative idea generation and selection" at Utrecht University.

Promotor
prof.dr. W. Stroebe

Co-promotors
prof.dr. C.K.W. de Dreu
dr. B.A. Nijstad

Summary
Brainstorming is a well-known and highly popular method for generating creative ideas. The main principles behind brainstorming are the belief that quantity breeds quality, and the deferment of judgment. Adherence to the brainstorming rules, which are derived from these principles, should increase the number of ideas that are generated in a brainstorming session, and should therefore increase the number of available high-quality ideas, and the chance that a good idea gets selected for further development.

Brainstorming research has focused on productivity (i.e., the number of generated ideas), with special attention for the robust finding that interactive brainstorming groups generate fewer ideas than the same number of people working separately whose unique ideas are pooled (nominal brainstorming groups). As a consequence, little is known about the degree to which creative idea generation in a brainstorming session actually leads to the selection of creative ideas, and the question remains whether "more is better" when idea generation is studied in the context of subsequent idea selection. The studies conducted in the course of this project addressed this issue. We compared interactive and nominal groups on idea generation and selection, to test the hypothesis that the higher productivity of nominal groups would lead to their selecting better ideas. Surprisingly, we found no difference between interactive and nominal groups' selection. Furthermore, the quality of the selected ideas was not significantly different from the average quality of the generated ideas; in other words, selection effectiveness was not higher than chance level.

In three further studies, we looked into the relationship between quantity and quality, and the effects of deep exploration of domain knowledge on idea generation and selection. Specifically, we used a priming manipulation (participants were asked to engage in elaborate thinking about a particular subcategory of the later brainstorming topic) to induce deeper exploration of domain knowledge through enhanced accessibility. We found that this led to the generation of more original ideas, both in individual brainstorming sessions and in dyadic brainstorming sessions. However, this did not lead to the selection of more creative ideas. Finally, we also addressed the issue of selection effectiveness, and factors that influence selection performance. Participants in three studies were provided with specific selection procedures and selection criteria. Changing the procedure though which participants made their selection did not affect selection effectiveness. Furthermore, instructions to select ideas that were both original and feasible had no effect on selection performance. However, when participants were instructed to select original ideas, their selection performance improved significantly.

On December 16, 2005 **Emely de Vet** successfully defended the PhD thesis entitled "Testing the Transtheoretical model of behavior change : validity and applicability for fruit intake" at Maastricht University.

Promotors
prof.dr. N.K. de Vries
prof.dr. J. Brug

Co-promotor
dr. J. de Nooijer

Summary

The Transtheoretical model (TTM) by Prochaska and DiClemente describes behavior change as a dynamic process, which involves progress through a sequence of five discrete, qualitatively distinct stages of change. The stages start from precontemplation (characterized by a lack of motivation), through contemplation, preparation, and action to maintenance (in which a healthy behavior is adopted and maintained for over six months). People in these different stages are assumed to differ on important and relevant factors. To produce progress through the stages, interventions should be matched to these relevant stage-specific factors, so-called stage-matched interventions. The TTM has been subject to criticism. Despite this ongoing debate in scientific literature, the TTM is still widely applied by clinicians and practitioners in various fields of health behavior change, e.g. health promotion and psychotherapy. This is probably because the TTM has high face validity and seems relatively easy to apply, while critical theory-tests are largely lacking. In the dissertation, the validity and applicability of the TTM is systematically tested for fruit intake. A longitudinal observational study was conducted with six measurements using varying time intervals to study the assumption that different factors are of importance at each stage of change, i.e. that the predictors of stage transitions vary stage by stage. A randomised trial was conducted to test whether web-based individualized stage-matched feedback (matched to an individual's stage) was more effective in producing behavior change than stage-mismatched feedback (matched to another irrelevant stage). The results showed that predictors of stage transitions were not stage-specific. Indications were found that the Transtheoretical pre-action stages reflect a disputable categorization of an underlying continuous variable (i.e. pseudostages) instead of discrete, qualitatively different stages. In addition, no evidence was found that matching interventions to stages of change is important, because individualized stage-matched and stage-mismatched interventions produced similar results. It is concluded that the Transtheoretical model does not meet the requirements of a valid and applicable stage model of behavior change.