Society for Interpersonal Theory & Research

22nd Annual Meeting - June 27, 2019
Grand Rapids, Michigan, USA

Schedule at a Glance

08:00 - 08:45	**Registration and Breakfast**
08:45 - 09:00	**Introductions**
09:00 - 10:00	**Symposium (Ringwald, Edershile, Oltmanns)**
10:00 - 10:15	**Coffee Break**
10:15 - 11:15	**Scientific Talks 1 (Clifton, Erickson, Good, Sadi-kaj)**
11:15 - 12:15	**Keynote Address: DeYoung**
12:15 - 13:45	**Lunch/Business Meeting**
13:45 - 14:45	**Scientific Talks 2 (Blain, Gazzard, Heyman, Mignault)**
14:45 - 15:00	**Coffee Break**
15:00 - 16:00	**Poster Session**
16:00 - 17:00	**Student Happy Hour**
19:30 - 24:00	**Conference Dinner at Bistro Bella Vita**

08:00-08:45:   **Registration and Breakfast**

08:45-09:00:   **Introductions –** *Mark Lukowitsky (SITAR President)*
                                          Alytia Levendosky & Gentiana Sadikaj (Program chairs)
                                          Thane Erickson (Meeting Coordinator)

09:00-10:00:   **Symposium: Capturing the Instability of the Stable Disorders: Dynamic Patterns Within Personality Pathology**

                      Instability of Interpersonal Behavior, Perception and Affect in Relation to General and Specific Features of Personality Pathology

                      Whitney Ringwald, University of Pittsburgh

                      Dynamics of Narcissism: A Unique Personality Process

                      Elizabeth A. Edershile , University of Pittsburgh

                      Assessment of Fluctuation between Grandiose and Vulnerable Narcissism: Development and Initial Validation of the FLUX Sscales

                      Joshua Oltmanns, , University of Kentucky

10:00-10:15:   **Coffee Break**

10:15-11:15:   **Scientific Talks Block 1**

                      Studying Interpersonal Dynamics via Social Network Analysis

                      Allan D Clifton, Vassar College

                      Hair Cortisol, Social Behavior, and Complementarity During Stressful Daily Social Interactions

                      Thane Erickson, Seattle Pacific University

                      The validity of baseline assessment to predict in-session behavior in psychotherapy

                      Evan Good, Michigan State University

                      Let's Not Meet at the Water Cooler: Spin Augments a Cycle from Person's Avoidant Behavior to Co-worker's Avoidance

                      Gentiana Sadikaj, McGill University

11:15-12:15:   **<u>Keynote Address</u>**

A Cybernetic Perspective on Personality and Interpersonal Theory

Colin DeYoung, University of Minnesota Twin Cities – Twin Cities

12:15-13:45:   **<u>Lunch/Business Meeting</u>** – Eberhard Center

13:45-14:45:   **<u>Scientific Talks Block 2</u>**

Social Cognitive Deficits and General Psychopathology

Scott D Blain, University of Minnesota – Twin Cities

Chase your Dreams, Together: The Role of Accurate Goal Perception in Romantic Relationships

Lauren Gazzard Kerr, McGill University

Online vs. Offline Interactions: The Associations Between Social Media Use and In-Person First Impressions

Jennifer Heyman, McGill University

On Being and Feeling Understood: Examining the Roles of Transparency and Transparency Beliefs in Psychological and Interpersonal Adjustment

Marie-Catherine Mignault, McGill University

14:45-15:00:   **<u>Coffee Break</u>**

15:00-16:00   **<u>Poster Session</u>**

16:00-17:00   **<u>Student Happy Hour</u>**

19:30-   **<u>Conference Dinner at Bistro Bella Vita</u> (Address: 44 Grandville Ave SW Grand Rapids, Michigan 49503 | 616-222-4600)**

Poster Session

1. **An Examination of Low Warmth Variability in Psychodynamic Therapy Joystick Codes.** *Kyle Bort, Michigan State University*

2. **Trait Affiliation and Affiliative Language in Life Narratives.** *Seth Miller, University of Minnesota – Twin Cities*

3. **Interpersonal Complementarity in an Employment Interview Setting for Young Adults With and Without ADHD.** *Sandro Sodano, University at Buffalo*

4. **The Effects of Interpersonal Complementarity on Patient Symptom Expression.** *Aaron Vergith, Michigan State University*

5. **Investigating Relationship-Specific Variations in Perceived Unconditional Acceptance and Body Image.** *Sydney Waring, University of Waterloo*

6. **Covariation of Interpersonal Warmth and Dominance in Diverse Ecological Momentary Assessment Samples.** *William C Woods, University of Pittsburgh*

Full Abstracts of Talks (in order of presentation)

Instability of Interpersonal Behavior, Perception and Affect in Relation to General and Specific Features of Personality Pathology. *Whitney Ringwald, University of Pittsburgh*

Contemporary models of personality pathology, influenced by research in basic personality, conceptualize dynamic processes underlying structural trait elements. Methodological advances using intensive, repeated measurements have enabled investigation into within-person variability of affect and behavior over time exhibitive of the unfolding of personality in daily life. However, this work has relied on outmoded diagnostic categories which are being replaced by empirically-defined nosology. There remains an important question of how variability, as a gross indicator of process, correspond to emerging models. One approach that has gained considerable interest separates general personality functioning from stylistic manifestation. In this study, we use ecological momentary assessment to examine intraindividual variability of affect and interpersonal behavior in relation to general and specific features of personality pathology. Results from a student (*n*=330) and community sample (*n*=261) affirm theoretically consistent links with variability and represent a first step towards bridging personality process and structure within an updated paradigm.

Dynamics of Narcissism: A Unique Personality Process. *Elizabeth A. Edershile , University of Pittsburgh*

It has been theorized that dynamic processes within and between grandiosity and vulnerability underlie pathological narcissism. The present study examined theorized fluctuations within grandiose and vulnerable states across three samples (two undergraduate samples and a community sample that was oversampled for narcissism). Results suggest overall variability from moment to moment is moderately associated with dispositional assessments of narcissism. Specifically, individuals who are dispositionally grandiose appear to have high mean levels of both grandiosity and vulnerability and tend to vary in each. On the other hand, dispositionally vulnerable individuals tend to have high levels of vulnerability and low levels of grandiosity. Furthermore, though researchers have suggested that negative affect and vulnerability are virtually overlapping constructs, momentary vulnerability appears to be unique to narcissism, contributing to a process in places that negative affect does not. Future research should strive to better understand the mechanisms behind narcissistic patterns.

Assessment of Fluctuation between Grandiose and Vulnerable Narcissism: Development and Initial Validation of the FLUX Sscales. *Joshua Oltmanns, , University of Kentucky*

It is hypothesized that narcissistic individuals may fluctuate between grandiose and vulnerable narcissism traits. While well-validated measures exist to measure both grandiose and vulnerable narcissism, no self-report measures assess for a fluctuation between the two. We developed a three-scale measure of narcissistic fluctuation (the FLUX) that displayed convergent validity with both grandiose and vulnerable narcissism, discriminant validity with the domains of the five-factor model, and criterion validity with affective lability. Results suggest that the FLUX scales provide an informative assessment of a fluctuation between grandiose and vulnerable narcissism. Nine FLUX items that tapped a general narcissistic fluctuation construct were then chosen to create a brief scale of narcissistic fluctuation entitled the g-FLUX. Results from a follow-up study will be presented here that demonstrate the g-FLUX predicts within-person variability in grandiose narcissism and vulnerable narcissism as assessed by EMA across a ten-day period.

Studying Interpersonal Dynamics via Social Network Analysis. *Allan D Clifton, Vassar College*

We explored aspects of interpersonal theory in a large undergraduate social network. Participants (N=204) were senior-year students at a small liberal arts college, comprising approximately 1/3 of the senior class. Participants rated their characteristic interpersonal styles using the 32-item IPIP-IPC, which was subsequently plotted as coordinates on the Affiliation and Dominance factors. Each participant also rated their level of acquaintance with every other participant, which was used to construct a sociocentric social network. Connectedness with other members of the network (i.e., centrality) was significantly predicted by more positive levels of both Dominance and Affiliation, although Affiliation was a stronger predictor of centrality. We also tested the hypothesis that friendship connections in the network would demonstrate principles of interpersonal complementarity, such that Affiliation scores would show homophily (increased connections between those with similar scores), whereas Dominance scores would show heterophily (increased connection between those with opposing scores on the Dominance axis). Results supported interpersonal correspondence for the Affiliation axis, showing significant homophily as measured using Moran's Index of autocorrelation (I = 0.1, p<.01). However, contrary to our hypothesis, we found no evidence of interpersonal reciprocity on the Dominance axis.

Hair Cortisol, Social Behavior, and Complementarity During Stressful Daily Social Interactions. *Thane Erickson, Seattle Pacific University*

Cortisol secretion serves as a biomarker for processes related to adaptation to stressors, and carries downstream implications for physical and mental health. In addition, cortisol has been shown to correlate with interpersonal phenomena including agentic behavior (e.g., dominance striving in primate hierarchies) and affiliative processes (e.g., closeness, social support). Most studies have measured cortisol via saliva, which captures rapid diurnal cortisol variability, but recent research has examined cortisol in hair as an aggregate, trait-like measure of adaptation over longer periods (1 cm = secretion during one month). Some recent studies suggest that chronically low hair cortisol may imply maladaptive stress responses (e.g., Steudte et al., 2011). However, studies have not examined links of hair cortisol to agentic and communal behavior in the context of daily life, nor to interpersonal processes such as complementarity. Undergraduates (N = 91) reported perceptions of interaction partners as well as their own agentic and communal social behavior during interpersonal stressor interactions for 4 weeks (1,949 entries), then provided a hair sample during a lab visit in order to index past-month secretion. Multilevel models showed that higher hair cortisol predicted regularly perceiving oneself as agentic following interactions (B = .005, SE = .002, p = .05). Also, with regard to within-person effects, perceiving others as excessively agentic predicted higher agentic and uncommunal behavior by the self, contrary to the principle of complementarity. Moreover, individuals with higher hair cortisol were less likely to respond to others' high agency with their own agentic (B = -.0001, SE = .00007, p = .035) or uncommunal behavior (B = -.0001, SE = .00005, p = .04). In other words, participants with the lowest cortisol were prone to chronically seeing themselves as submissive, but reacted more negatively to social threats. These results fit with studies linking poor psychosocial adjustment to hypocortisolism (chronically blunted cortisol responses), but warrant further clarification of the wellness implications of low versus high hair cortisol.

The validity of baseline assessment to predict in-session behavior in psychotherapy. *Evan Good, Michigan State University*

Assessment is often used at the start of psychotherapy to aid in case conceptualization and treatment formulation. Relational-psychodynamic approaches to psychotherapy particularly utilize baseline assessment to predict how a client will interact with the therapist in psychotherapy, based on the assumption that the therapeutic relationship will be the mechanism of therapeutic change. Such approaches often use measures of interpersonal functioning and therapeutic alliance in order to make these predictions. However, there is currently no evidence supporting the validity of such assessment to predict in-session behavior. In this talk, we will present data from 20 client-therapist dyads investigating the validity of baseline data, including patient reported interpersonal problems via the Inventory of Interpersonal Problems—Short Circumplex (IIP-SC) and client and therapist reported working alliance via the Working Alliance Inventory (WAI), to predict in-session behavior of clients and therapists during the early stages of psychotherapy (i.e. sessions 5 and 8). We operationalize in-session behavior using the Continuous Assessment of Interpersonal Dynamics (CAID) methodology. We hypothesize that patient reported interpersonal problems will predict the behavior of both client and therapist behavior in psychotherapy, such that 1) the severity of client's interpersonal problems will predict greater variability in client and therapist in-session behavior, 2) higher levels of client's dominant interpersonal problems will predict more dominant in-session behavior in the client and more submissive in-session behavior in the therapist, and 3) higher levels of client's warm interpersonal problems will predict more warm in-session behavior in the client and therapist. We hypothesize that higher levels of client and therapist reported working alliance will predict greater complementarity of in-session behavior between client and therapist. We expect that these effects will be consistent across both early sessions of treatment. Implications for the use of baseline assessment as a valid predictor for in-session client and therapist behavior will be discussed.

Let's Not Meet at the Water Cooler: Spin Augments a Cycle from Person's Avoidant Behavior to Co-worker's Avoidance. *Gentiana Sadikaj, McGill University*

Intrapersonal variability in behavior, or behavioral spin, reflects inconsistency in a person's interpersonal behavior across interpersonal situations. Large variability has been found to be related to personal and interpersonal dysfunction. We examined mechanisms and consequences of spin in the work-place. We hypothesized that (1) spin would be positively related to a person's perception of avoidance by and avoidance of co-workers; (2) among high spin persons, avoidance of co-workers would correspond with co-workers' avoidance of the person; and (3) among high spin persons, co-workers' avoidance would predict increases in the person's perception of avoidance by and avoidance of co-workers. Spin was measured using an event-contingent recording (ECR) procedure with a sample of 194 individuals who reported their interpersonal behavior in interpersonal events during 20 days. Participants reported their perception of being avoided by their co-workers and their

own avoidance of their co-workers at the end of (T1) and 8 months after (T2) the ECR. A hundred and ten co-workers of 81 participants rated their avoidance of a participant at T1. Results suggested the presence of a cycle such that (1) high spinners reported perceiving more avoidance by their co-workers and higher avoidance of their co-workers at T1; (2) their avoidance of co-workers corresponded with their co-workers' avoidance at T1; and (3) co-workers' avoidance at T1 predicted an increase in high spinners' perception of being avoided by their co-workers and avoidance of co-workers at T2. Individuals with high spin may establish an interpersonal cycle in which they perceive others as avoiding them; acting on these perceptions, their behavior invites avoidance by these others; in turn, others' avoidance reinforces high spinners' perception of being avoided by others and avoidance of others. Over time, such a self-sustaining and reinforcing interpersonal cycle may lead to the development and maintenance of a poor interpersonal work climate.

Keynote Address: A Cybernetic Perspective on Personality and Interpersonal Theory. *Colin DeYoung, University of Minnesota Twin Cities – Twin Cities*

Something appealing about interpersonal theory is that it focuses on the momentary dynamics of behavior while simultaneously describing persistent traits of individuals within the same framework. Thus, it grapples with a fundamental paradox in personality psychology, namely that personality traits are real, powerful predictors of outcomes, yet people often act in ways that are inconsistent with their trait scores but do not seem to be merely random deviations from their own norm or capitulations to a "strong situation." Personality theory needs to explain both sides of this paradox, and cybernetics, the study of principles governing goal-directed systems that self-regulate via feedback, provides a promising framework to do so. My Cybernetic Big Five Theory (CB5T) is a comprehensive, mechanistic theory of personality that explains persistent regularities in behavior either through genetically and environmentally influenced parameters of universal evolved mechanisms (traits) or through persistent, learned responses to the individual's particular life circumstances (characteristic adaptations). Many of the basic constructs of interpersonal theory are nested inside CB5T, which allows it to provide a mechanistic account of interpersonal phenomena, while also linking them to a broader system for understanding personality. CB5T has the potential to increase our understanding of the underlying psychological and biological mechanisms that govern personality and interpersonal behavior.

Social Cognitive Deficits and General Psychopathology. *Scott D Blain, University of Minnesota – Twin Cities*

Social cognitive deficits are ubiquitous across many forms of psychopathology. For instance, impaired theory of mind and emotion perception are associated with autism, schizophrenia, and various personality disorders. Research suggests a general factor of psychopathology may serve as a common thread among forms of mental illness, but shared symptom variance has not been thoroughly examined in relation to social cognition. The current study tested whether the general factor of psychopathology is associated with social cognitive deficits. Participants (N = 1516) from two independent samples completed self-report measures of psychopathology and social network size, as well as social cognitive tasks. Psychopathology measures included the Achenbach Adult Self Report and the static form of the Computer Adaptive Test of Personality Disorder. A subsample of participants also provided information on parental history of psychiatric diagnoses. Social cognition measures included tests of face memory, social fable interpretation, emotion recognition, mental state attribution, mentalizing, and reading social hints. Latent variable models were used to test relations among psychopathology, social cognition, and social network size. General variance in psychopathology negatively predicted social cognition and social network size. These effects remained after controlling for general cognitive ability, age, and gender. Furthermore, parental history of psychopathology was negatively associated with social cognition and social network size, and this again remained significant after controlling for relevant variables. Findings suggest general variance in psychopathology explains a moderate amount of variance in social cognitive deficits and having weaker social networks. Rather than stemming from a specific domain of psychopathology, social cognitive deficits may be associated with broader symptoms and risk factors. Nonetheless, it remains undetermined, whether psychopathology causes impairments in social cognition, visa-versa, or if the relation is bidirectional. Preliminary findings from longitudinal data and clinical samples will be discussed, in an attempt to begin addressing these questions.

Chase your Dreams, Together: The Role of Accurate Goal Perception in Romantic Relationships. *Lauren Gazzard Kerr, McGill University*

Forming an accurate impression of a romantic partner and their experiences may benefit relationship processes, , such as social support and relationship satisfaction. Given that romantic partners can facilitate goal progress, one domain where accuracy may be especially beneficial is in the perception of a romantic partner's goals. To examine the role of accurate goal perception in romantic relationships, we asked 72 heterosexual couples (144

total participants) to list four personal goals they and their partner were each pursuing and report on social support and satisfaction in their relationship. Accuracy was defined as the proportion of the four goals that were accurately perceived by the romantic partner. Using the Actor-Partner Interdependence Model (Cook & Kenny, 2005), we found that females reported greater relationship satisfaction when they accurately perceived their partners' goals. As for males, they reported being more instrumentally supportive towards their partner when they accurately perceived her goals. In sum, accurate goal perception may have benefits for romantic relationships, although the nature of those benefits may differ for males and females.

Online vs. Offline Interactions: The Associations Between Social Media Use and In-Person First Impressions. *Jennifer Heyman, McGill University*

How does online social media use relate to impressions in getting-acquainted face-to-face social interactions? We examined this question across three samples by examining how indicators of greater social media use (e.g. Facebook, Instagram, Snapchat) were related to the positivity of initial face-to-face interactions. We examined positivity both directly, by examining explicit ratings of liking and engagement, and more indirectly, by examining the normativity and distinctive accuracy of personality impressions. Normativity is defined as seeing others in line with the average, socially desirable personality profile, while distinctive accuracy is defined as seeing someone in line with his or her own unique personality profile. When examining the more direct measures of positive in-person interactions, people who used social media more tended to better like others and be better liked by others, as well as be more engaged with and be more engaged by others. When examining the more indirect measures of positivity, greater social media use was generally associated with viewing others more normatively, with the exception that greater perceiver Facebook use in Sample 3 (N = 510) was associated with viewing others less normatively. Social media use was generally not significantly related to the accuracy of personality impressions, nor to how individuals' personalities were seen by others. In sum, greater online social media use may go hand in hand with positive in-person impressions.

On Being and Feeling Understood: Examining the Roles of Transparency and Transparency Beliefs in Psychological and Interpersonal Adjustment. *Marie-Catherine Mignault, McGill University*

It may be good to both be understood and feel understood by others. Indeed, both transparency, defined as actually being perceived in line with one's true personality, and transparency beliefs, defined as feeling that one is perceived in line with one's true personality, have been linked to greater psychological and interpersonal adjustment. However, transparency beliefs and actual transparency have yet to be examined in the same study, raising three key questions: 1) do people who are more transparent believe they are transparent – that is, do people have transparency awareness, 2) do transparency and transparency beliefs each independently predict psychological and interpersonal adjustment, and 3) do transparency and transparency beliefs interact to predict greater adjustment, such that being understood is more beneficial if one also feels understood and vice versa? To address these questions, we used a round-robin design (N = 544, Ndyads =2,861) to assess participants' transparency in getting-acquainted interactions. We also asked participants to report on their transparency beliefs and psychological adjustment. Additionally, we asked close others to report on participants' psychological adjustment, as well as on the quality of their relationship with the participant as an indicator of participant interpersonal adjustment. We found a strong positive association between transparency and transparency beliefs indicating that people generally have transparency awareness. Further, both transparency and transparency beliefs independently predicted greater self- and close-other reported psychological adjustment. However, only participants' transparency, but not transparency beliefs, related to close others reporting a higher-quality relationship with the participant. Finally, transparency and transparency beliefs did not interact to predict psychological or interpersonal adjustment, such that there were no added benefits to adjustment when both constructs were high. These findings suggest that although feeling and being understood often go hand in hand, they also have independent links with psychological and interpersonal adjustment.

Full Abstracts of Posters (in alphabetical order)

An Examination of Low Warmth Variability in Psychodynamic Therapy Joystick Codes. *Kyle Bort, Michigan State University*

The Continuous Assessment of Interpersonal Dynamics (CAID) is a tool for coding interpersonal warmth and dominance as it unfolds during a social interaction. One of the main attractions of the CAID method is that not only does it yield overall means of interpersonal dominance and warmth as collected in other observational methods and post-interaction pencil and paper questionnaires, but it also assessed interpersonal complementarity along with near moment-to-moment shifts in an interaction. Research on interpersonal behavior between therapist and patient within psychotherapy is a natural place to use CAID, but upon examining data from 30 fifty-minute therapy sessions, low variability in warmth and reliability in warmth coding are consistent issues. Interpersonal warmth within a therapy session seems to be more subtle than in more common relationship interactions (e.g. romantic partners, friends, mothers and children), which then requires more attention by the coders. In the current study, we examined factors that may influence coder fatigue, resulting in low warmth variability and poor reliability of warmth codes. Expert coders were given videos of 30 psychodynamic therapy sessions that were cut into five ten-minute segments. These included 2 sessions from 30 dyads – session 5 and session 8. Expert coders coded full psychotherapy sessions and then were asked to only code the middle 10 -minute segments of each session, independent of the rest of the session. We hypothesize that by shortening the length of time that a coder spends on one dyad, variability (and reliability) will increase due to a decrease in cognitive load and an increase in attention/arousal caused by the switch in dyads. We examined the variability in interpersonal warmth from the whole fifty-minute session, the middle ten-minute segment taken from the fifty-minute session, and the middle ten-minute segment coded independently of the whole session. We then examined reliability of each set of codes (the full session length and the 10 minute segments), and examine validity by comparing each set of codes to the patient-rated IIP-SC means for warmth and dominance.

Trait Affiliation and Affiliative Language in Life Narratives. *Seth Miller, University of Minnesota – Twin Cities*

Though researchers sometimes consider the term "trait" synonymous with personality, importantly, traits are merely one level of analysis, when it comes to personality psychology. Another promising component of personality research is the study of life narratives. Much of the current research uses qualitative coders to analyze life narratives, but another useful approach is Linguistic Inquiry and Word Count (LIWC). Past research has linked personality traits to LIWC variables representing individuals' patterns of word use. The present study examined LIWC variables in relation to trait affiliation. Participants (N = 219) each wrote a narrative, after being broadly prompted to describe who they were. We used LIWC to quantify the number of words associated with affiliation present in each narrative; examples words included "ally," "friend," and "social." Participants were also administered the Big Five Aspect Scales. Based on past research, the aspects of compassion (from Agreeableness) and enthusiasm (from Extraversion) were used as markers of trait affiliation. Use of affiliative language was positively correlated with compassion (r = .19, p = .007) and enthusiasm (r = .19, p = .007), but no other Big Five aspects. There was a positive correlation between trait affiliation (i.e., average of compassion and enthusiasm) and affiliative language (r = .22, p = .002) and this relation remained when controlling for total word count, gender, and other aspects of Agreeableness and Extraversion. Findings suggest that an underlying disposition toward affiliation is reflected both in self-report trait measures and in how people describe their life narratives. This furthers the already strong support for life narratives as an important component of personality research. Results also provide support for the use of LIWC, as a useful alternative to qualitative coding. Nonetheless, future research will explore the integration of LIWC with other coding methods.

Interpersonal Complementarity in an Employment Interview Setting for Young Adults With and Without ADHD. *Sandro Sodano, University at Buffalo*

Young adults with ADHD are more likely to be working following high school than pursuing secondary education (Fischer & Barkley, 2006) and are most often employed in service-oriented jobs (Newman et al., 2011). Interpersonal functioning is an area of impairment for young adults with ADHD (Biederman et al., 2006), which has implications for work outcomes, but also for obtaining employment. Gaining access to most jobs requires that applicants successfully navigate some form of an interview, typically involving an interpersonal interaction with the potential employer. Employment interviews can thus present a potential barrier to obtaining work for young adults with ADHD. Mock employment interviews for a service-oriented job were examined in a sample of ADHD (n = 24) and non-ADHD (n = 26) young adults who participated in a larger study on ADHD and workplace behaviors (Fabiano et al., 2018). Interpersonal complementarity was examined using a

brief version of the Impact Message Inventory–Circumplex (IMI-C) (Kiesler & Schmidt, 2006; Sodano et al., 2014). Participant and interviewer perceptions of the interpersonal impacts of the other were assessed along the dimensions of Dominance and Affiliation. Results indicated that both groups achieved higher levels of reciprocal (i.e., dominance) complementarity relative to correspondence (i.e., affiliation) complementarity, with the non-ADHD group obtaining higher levels of reciprocal complementarity and a more favorable global interview impression, as assessed by independent raters. Further, reciprocal complementarity was positively related to global interview impression, only for the ADHD group. Discussion of results will include implications for future research as well as suggestions for strategies that may help young adults with ADHD to improve employment interview outcomes from the perspective of Interpersonal theory.

The Effects of Interpersonal Complementarity on Patient Symptom Expression. *Aaron Vergith, Michigan State University*

Research on psychotherapy outcomes demonstrates that it is typically effective for 50-70% of patients. However, research on the mechanisms of treatment lags far behind and we still know relatively little about why therapy works when it does work and for whom. The therapeutic relationship is a potential mechanism for treatment that has acquired some significant attention. In particular, the working relationship between patient and therapist has been shown to be an important predictor of treatment outcome. However, we do not know what aspects of the relationship lead to the most significant outcomes. Interpersonal theory posits that interpersonal behaviors of warmth complement warmth and dominant behaviors complement submissiveness in interactions; this tendency, known as complementarity, facilitates relationship development and social interaction and thus may be important in the reduction of patient reported symptoms. In the current study, we will examine complementarity in interpersonal behavior between patient and therapist as a marker of patient symptom expression (self-rated). We expect that increased complementarity will result in reduced report of patient symptoms. We have about 25 patient-therapist dyads who are part of a study of interpersonal processes and psychotherapy and have agreed to have the videotapes of their 8th therapy sessions coded and to have their clinical self-report data on symptom expression used in the study. Codes of the 8th sessions will be collected using continuous assessment of interpersonal dynamics (CAID). This method employs trained coders using a computer joystick to move a point along a Cartesian plane with warmth on the x-axis and dominance on the y-axis to assess levels of interpersonal behavior as they happen. Each session is coded twice, once for the therapist behavior and once for the client behavior. We will then examine the relationship between the CAID-coded complementarity and patient symptoms. The data collected by this study will be used to increase the effectiveness of psychotherapy by identifying a mechanism that can then be used by therapists, resulting in improved outcomes for patients.

Investigating Relationship-Specific Variations in Perceived Unconditional Acceptance and Body Image. *Sydney Waring, University of Waterloo*

The way an individual views themselves (e.g., their self-worth) and themselves in relation to others (e.g., their attachment style) can differ across their relationships (Baldwin et al., 1996; Harter et al., 1998). Body image includes attitudes towards one's body and thus may also show relationship-specific variation. Between-persons research demonstrates that greater perceived unconditional acceptance from close others predicts better trait body image (Avalos & Tylka, 2006); however, this assumes that an individual's feelings about their body and feelings of being unconditionally accepted are relatively stable across relationships. The present study will test the hypotheses that H1a) An individual's perceptions of unconditional acceptance and H1b) their body image will vary across relationships and H2) an individual will report better body image when they are with people whom they perceive as more unconditional accepting. Forty female undergraduates are currently being recruited to participate in an in-lab egocentric network survey (Perry, Pescolido, & Borgatti, 2018). First, a research assistant asks participants a series of questions to elicit the members of their social networks and ten members are randomly selected. Participants complete an adapted measure of perceived unconditional acceptance for each network member (Reis & Carmichael, 2006), and answer a series of questions from validated scales to measure the body image they experience with each member. First, intra-class correlations will test the amount of within-person variance in unconditional acceptance and body image across network members (H1). Second, multilevel modeling will test whether greater perceived unconditional acceptance by a given member predicts better body image with that member (H2). The current study's dynamic, relationship-specific approach to studying body image and acceptance from others will enrich theoretical perspectives. It may also improve mental health prevention and intervention efforts, for example, by highlighting the people in one's social network with whom to spend more versus less time.

Covariation of Interpersonal Warmth and Dominance in Diverse Ecological Momentary Assessment Samples.

William C Woods, University of Pittsburgh

Interpersonal Theory describes warmth and dominance as orthogonal dimensions of social behavior. While the dimensions themselves are thought to generalize from the micro to macro time scales, it is important to understand the extent to which time scale influences associations between these dimensions. Further, choice of assessment method may necessarily impose a particular time scale onto the data collected, which in turn may influence statistical estimates the processes being assessed. For example, the use of ambulatory assessment (AA) in Interpersonal Theory research, while a boon to ecological validity, typically imposes a particular time scale to data such that participants must mentally aggregate their own and the other's warm and dominant behaviors across entire interactions (i.e., social interaction level time scale) to provide ratings on these interpersonal dimensions. Social interaction level data is distinct from, and may show different patterns of associations than, for example, moment-by-moment evaluations during social interactions (i.e., the momentary level), reflections about one's behavior over the course of the day (i.e., the daily level), or retrospections about one's general interpersonal tendencies (i.e., the trait level). Specifically, it is possible that at the social interaction time scale, warmth and dominance may show co-variance rather than orthogonality (e.g., Roche et al., 2013). We analyzed data from three existing AA datasets including two existing undergraduate samples (total n=724) and a community sample (n=261). Using a large pool of subjects allowed us to estimate the generalizability of the orthogonality hypothesis from Interpersonal Theory to social interaction level data. We used multilevel structural equation modeling to separate between-person individual differences from social interaction-level variance. Across the three samples, warmth and dominance tended show small but significant negative associations when participants rated themselves and stronger negative associations when rating others. Implications for AA research and Interpersonal Theory will be discussed.