

EAWOP Small Group Meeting
Personality Dynamics at Work
10-12 of July 2019, Lübeck, Germany

Description

In recent years, the personality field has witnessed several calls to supplement the traditional trait approach to personality—focusing on how people feel, think, and behave *in general*—with a more dynamic approach, which also takes into account *within-person fluctuations* in these feelings, thoughts, and behaviors (Cervone & Little, 2017; Fleeson, 2017). In response to these calls, also work and organizational psychology is gradually embracing the idea of within-individual fluctuations in personality (Debusscher, Hofmans, & De Fruyt, 2016). Indeed, to fully understand how personality interacts with work-related phenomena, an integrative perspective is needed in which stable between-person differences and dynamic within-person fluctuations are reconciled (Green, Dalal, Swigart, Belberg, Wallace, & Hargrove, 2018). Moreover, such an integrative perspective can also help to better understand how work contributes to personality trait development in the long run (e.g. Wille & De Fruyt, 2014), with recursive state expressions triggered by fluctuations in one’s work environment leading to lasting changes in personality at the trait level (Geukes, van Zalk, Back, 2018; Wrzus & Roberts, 2017).

Despite the appeal of the integrative approach to personality, its implementation proves to be challenging, requiring novel theories, state-of-the art longitudinal research designs (short-term, long-term, or a combined ‘measurement-burst’ design), and complex data analytical methods (e.g., latent change modeling, multilevel models). Therefore, the meeting seeks to advance the field of personality at the workplace by exchanging state-of-the-art knowledge

related to dynamic theory, methodology, and statistics. By doing so, we are hoping to achieve the following goals:

- Evaluate new ways of conceptualizing personality, with a particular focus on personality processes and dynamics at work.
- Discuss how such approaches advance the field of I/O psychology.
- Look into practical methods and solutions that can advance applied research on personality dynamics.
- Debate over the future of personality assessment in I/O psychology, including a critical evaluation of the assumptions that currently underlie our research.

The topics we would like to include encompass, but are not limited to, concepts, perspectives, theories, methods, empirical findings, and applications of personality dynamics and processes at the workplace.

Nature of the meeting

This is a small-scale conference meeting spanning two and half days, with approximately 16-20 oral presentations, and 8 – 10 interactive poster presentations. The meeting is open to everyone who is actively doing research in the area of work and organizational psychology, with a strong focus on the use and application of dynamic research theory and methods on personality and individual differences at work. Although the number of presenting participants will be limited to 25—to ensure there is plenty of time for discussion and interaction among researchers—, we will also allow 15 attendees to participate in the meeting without presenting a paper or a poster. If you are interested in participating without presenting your work, please send an email to the organizers.

Submission of Abstracts

Participants are invited to submit paper abstracts (up to 500 words) with the following structure: purpose/contribution, design/methodology, results, limitations, implications, and originality/value. Abstracts should be submitted by **March 1st, 2019** to Joanna.sosnowska@vub.be. Submitted abstracts will be pre-screened and selected by the organizing committee, following a blind peer-review procedure. Participants will have the opportunity to submit their work either as an oral presentation or poster presentation, and will be notified about the acceptance of their paper by **April 10th, 2019**.

Location/Venue

The Small Group Meeting will take place **10-12 of July 2019**, in Lübeck, Germany. Lübeck, a UNESCO World Heritage site since 1987, is a northern German city of about 215,000 inhabitants. Lübeck is ranked as one of the most iconic and historical cities in Germany, offering guests ample restaurants, cafés, shops and places to stay. Lübeck is conveniently located in the centre of Europe, with plenty availability of public transport, close to Hamburg Airport (40 minutes by train) and other modes of transport.

The meeting will be held at the Media Docks, a contemporary meeting venue - a converted waterfront warehouse overlooking the river. The venue is conveniently located near transportation options and within walking distance from the city centre (10 – 15 min).

Organizing committee

Joanna Sosnowska, Vrije Universiteit Brussel, Belgium

Joeri Hofmans, Vrije Universiteit Brussel, Belgium

John Rauthmann, University of Lübeck, Germany

Bart Wille, Ghent University, Belgium

Filip de Fruyt, Ghent University, Belgium

Ryne Sherman, Hogan Assessment Systems, US

Mitja Back, University of Münster, Germany

For any questions, please contact Joanna Sosnowska: joanna.sosnowska@vub.be, Vrije

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Conference fees and registration

Participants are advised to become an EAWOP member (by registering on the EAWOP website: <http://www.eawop.org/how-to-join>) and benefit from the reduced conference fee—*note that it is cheaper to become an EAWOP member and benefit from the EAWOP member fee than to pay the non-EAWOP member fee*—. EAWOP membership costs 75 EUR (Ph.D.) or 35 EUR (Ph.D. student) and includes a two-year membership to the flagship journal of EAWOP (EJWOP).

Registration fee:

Non-EAWOP member - Ph.D.: 200 EUR

EAWOP member - Ph.D.: 100 EUR

Non-EAWOP member - Ph.D. student: 100 EUR

EAWOP member - Ph.D. student: 50 EUR

The registration fee includes a conference dinner, two lunches, and all coffee breaks. Participants whose submission is accepted will receive a personalized email containing a link to register for the Small Group Meeting by **May 15th, 2019** to be included in the conference program.