

more ruminative thinking. If these hypothesize sounds interesting regarding affect identification and description, the role of externally thinking (EOT) may be puzzled. High EOT scorers are not oriented to internal cues or introspection. We hypothesize that high EOT experience a disinterest regarding bodily sensations and lower level of ruminative thinking, an opposite pattern of relations than the others alexithymia dimensions. 283 women filled alexithymia, ruminative thinking and body vigilance questionnaires. EOT was associated with lower level of body attention, less time spent to body scan, less bodily perceived change and lower level of one kind of ruminative thinking: reflexion. These results are discussed regarding the theoretical framework of alexithymia questioning the status of the alexithymia' dimension that function differently.

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### **Answering the call for construct orientation: Developing a situational judgment test of achievement motivation**

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Situational judgment tests (SJTs) have been shown to display incremental validity over and above intelligence and personality traits when it comes to predict job performance. Thus, they appear as a promising method of assessing occupational aptitude. However, the best design of SJTs is far from being agreed upon. Additionally, it has been repeatedly criticized that the development of SJTs often does not aim at the measurement of psychological constructs. These aspects preclude conclusions about the generalizability of SJTs as well as investigating their explanatory power. This contribution summarizes the different approaches how SJTs have been constructed and relevant practical implications. Advisable stages of development are exemplified by describing the construction of a SJT of achievement motivation (SJT-AM) of unemployed clients. The SJT-AM accounts for the variety of construction principles and also allows for testing different scoring methods. Preliminary results will be reported and discussed.

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### **Are anxiety and impulsiveness differently related to frustrations from “positive” and “negative” punishment? in alcohol dependent patients and controls?**

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**Objective:** Since application of negative stimuli (neg+) and withdrawal of positive reinforcers (pos-) both comprise punishment according to Gray, we investigated, if high anxiety persons are more frustrated by neg+ and high impulsives more by pos-.

**Method:** Male alcohol dependent patients and matched controls, each divided according to high and low anxiety and impulsivity scores were compared for their responses to a questionnaire on the two types of frustrations (QDF, Baars et al., 2011).

**Results:** As expected, high anxiety controls felt more frustrated by neg+ than by pos- conditions, but high impulsives were generally more sensitive to both conditions. Alcohol dependent patients did not differ from controls in levels of, but in response patterns to frustrations.

**Conclusions:** Withdrawal of positive reinforcers does not seem to reflect sensitivity to reinforcement as predicted for impulsives, but

separating neg+ and pos- conditions seems a promising approach to anxiety related frustration.

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### **Are cognitive conflicts a neglected individual difference?**

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Research on cognitive variables such as cognitive distortions, misattributions, memory and attention processes has grown substantially in the last 30 years. However, little attention has been paid to the conflictive nature of schemas involved in construing self and others which might help to explain the ambivalence some people experience when facing change. Personal Construct Theory (a predecessor of many cognitive theories) has proved useful in understanding internal conflicts and fragmentation in the meaning systems with which people try to make sense of events. Our group has found a way to identify two types of conflicts or dilemmas from data collected using the Repertory Grid technique. Results suggest that those conflicts are more common in clinical samples than in control groups. Data from different studies will be presented. It supports the idea that cognitive conflicts might play a role in various clinical conditions, and especially in blocking the process of change.

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### **Are psychopaths simply criminal narcissists?**

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Some authors argue that psychopathy and narcissism are so similar as to be essentially the same characteristic (Jacobwitz & Egan, 2006). Others suggest that while being related, the traits are distinctive (Paulhus & Williams, 2002). This study aimed to elucidate observable differences in levels of criminality between those scoring highly on psychopathy and narcissism. A series of 8 scenarios were devised varying in their level of criminality. Participants (N = 187) were asked to rate how likely they would be to carry out the scenario behavior. Regression analysis indicated that there were clear differences in responses to the scenarios. Higher levels of narcissism predicted higher responses to lower level crime scenarios, whereas higher levels of psychopathy predicted higher scores for the higher crime scenarios, but not the lower level of criminality ones.

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### **Assessing individual differences in entrepreneurial potential and success**

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Several meta-analyses have shown that the Big Five personality dimensions predict both business creation and business success. Research also indicates that narrow traits, such as innovativeness, are better predictors of entrepreneurial activity than broader traits, such as the Big Five. Yet, past research has been limited in its focus, neglecting entrepreneurship outcomes beyond business creation and performance. Accordingly, this paper examines (a) the effect of personality on a wider range of entrepreneurial activities and outcomes and (b) the incremental validity of narrow traits,