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What Pushes Your Buttons? How Knowledge about If-Then Personality Profiles Can Benefit Relationships

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What pushes your buttons?

How knowledge about if-then personality profiles can benefit relationships

by

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THESIS

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Abstract

Past research has debated the benefits of having accurate knowledge about a close other's personality. However, this research has examined personality knowledge solely in terms of trait knowledge. We hypothesize that within close relationships, accuracy about personality profiles – a person's "if-then" pattern of responses to situations - may often be more useful than accuracy about personality traits. We provide the first studies of *if-then accuracy* in close relationships, investigating trigger profiles, which describe a person's unique pattern of reactivity to various potentially aversive interpersonal situations. For our studies, we first developed the Trigger Profile Questionnaire, consisting of 72 descriptions of potentially bothersome interpersonal behaviours. In Study 1, friend-pairs rated how much each behaviour triggered them personally, and how much they thought it might trigger their friend. Defining accuracy as self-other agreement, findings demonstrated that having accurate knowledge about a friend's trigger profile was associated with reduced feelings of relationship conflict for the friend, and increased feelings of depth and support for the self. Study 2 expanded this investigation to include *behaviour adjustment* as a potential moderator of this association. We predicted that accurate if-then knowledge would only be beneficial if participants used this knowledge to reduce engaging in behaviours that trigger the friend. Results from friend-pairs indicated that if-then accuracy was associated with feelings of depth and support in the relationship, as in Study 1. Participants' if-then accuracy was not, however, associated with the friend's feelings of conflict. Moreover, there was almost no behaviour adjustment reported in the sample. Nevertheless, participants who did report adjusting their behaviour experienced less conflict in the relationship, as did their friends. No interactions between accuracy and adjustment were significant.

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Table of Contents

List of Tables

List of Figures

What Pushes Your Buttons? How Knowledge About If-Then Personality Profiles Can Benefit Relationships

Humans seem naturally motivated to learn about other people's personalities. We form impressions of people's traits immediately upon meeting them, or even before we meet them, from a photo, e-mail address, or empty office (e.g., Back, Schmukle, & Egloff, 2008; Gosling, Ko, Mannarelli, & Morris, 2002; Willis & Todorov, 2006). Evidence suggests not only that we are highly motivated to uncover this information, but also that we are pretty good at it. Our snap impressions of others demonstrate above-chance accuracy (Ambady, Bernieri, & Richeson, 2000), and as we spend more time interacting with others, our knowledge of their personality dispositions becomes increasingly accurate (Biesanz, West, & Millevoi, 2007; Carney, Colvin, & Hall, 2007). By the time our acquaintanceships turn into close friendships, we typically know friends' personality traits as well as their own parents know them (Funder, Kolar & Blackman, 1995).[1] Given people's obvious motivation to get to know the personalities of the people in their lives, one might imagine that this knowledge conveys tremendous relational advantages. Research in close relationships, however, has not found clear evidence of trait accuracy's relational benefits (e.g., Conley, Roesch, Peplau, & Gold, 2009; Murray,

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[1] The most commonly used definition of accuracy in interpersonal judgments is the correspondence between a judgment and a criterion. This is the idea that if an observer's judgment of a target matches up with a predetermined criterion, then the judgment is deemed accurate. Often researchers will use the target's self-report ratings, or ratings of people who know the target very well as the criterion for accuracy (Kruglanski, 1989). In the current research we define accuracy as the correspondence between a person's judgment about his or her friend, and the friend's self-rating (criterion).

Holmes, Bellavia, Griffin, & Dolderman, 2002; Murray, Holmes, & Griffin, 1996;

Segrin, Hanzal, & Domschke, 2009).[2]

When considering the relational value of accurate personality perceptions, it is

helpful to consider how accuracy might serve different functions in different phases of

relationships. During relationship selection, when people are deciding which new

acquaintanceships to pursue, it makes sense that accurate trait impressions would have

high payoffs. A primary function of humans' rapid and automatic impression formation

abilities is to help individuals decide whether to approach or avoid unfamiliar people

(Ames & Bianchi, 2008; Ferguson & Bargh, 2008; Wentura, Rothermund, & Bak, 2000).

Since traits tell us about how a person behaves a lot of the time (Buss & Craik, 1983;

Fleeson & Gallagher, 2009), trait impressions provide useful information for this kind of

relational gatekeeping (Posthuma, Morgeson, & Campion, 2002). Inaccurate first

impressions might lead us to continue acquaintances that are not in our best interest, or to

miss opportunities for acquaintances we should keep (Paulhus, 1998; Segrest-Purkiss,

Perrewé, Gillespie, Mayes, & Ferris, 2006).

Once interpersonal associations have advanced past the selection stage, however,

the gatekeeping function of accurate personality knowledge has largely been fulfilled.

Researchers have asked what additional advantages accuracy about personality might

offer during the subsequent relationship maintenance stage, when people are interacting

within established, committed relationships.

Researchers looking at close relationships have frequently found that positive

illusions, rather than accurate perceptions, are most beneficial (e.g., Conley et al., 2009;

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[2] Although the benefits of personality accuracy have been debated, the benefits of empathic accuracy – accuracy in reading the moment-to-moment thoughts and feelings of a relationship partner – are better established (Ickes, 1997; 2003).

Miller, Niehuis, & Husten, 2006; Murray et al., 1996). Looking at traits based on positive

and negative qualities from the interpersonal circle (e.g., affectionate, tolerant, critical,

moody), research has found that viewing a relationship partner more positively than the

partner views him or herself (or more positively than the typical partner) is associated

with feelings of love and trust in the relationship, greater relationship satisfaction, and

reduced feelings of conflict (Murray & Holmes, 1997; Murray et al., 1996). Longitudinal

studies find that positive bias predicts greater longevity in a relationship, and buffers

relationships from declines in love (Miller et al., 2006, Murray & Holmes, 1997). When

these researchers examine trait accuracy alongside positive bias, they find that accuracy

does not seem to play much of a role in relationship outcomes (Murray et al, 1996). A

minority of researchers, however, have argued that accurate perceptions of a relationship

partner are actually more beneficial to the relationship than positive bias (Burke &

Harrod, 2005; Swann, De La Ronde, & Hixon, 1994). Looking at characteristics such as

intellectual capability, social skills, and athletic ability, and comparing differences in

average levels across a number of characteristics, researchers find that people experience

more intimacy in their relationships when their relationship partner has a more accurate

understanding of who they are, even if that accurate understanding is negative (e.g.,

Swann et al., 1994). This is especially the case when people are given feedback about

their relationship partner's perceptions, and when they are in longer-term relationships

(De La Ronde & Swann, 1998; Campbell, Lackenbauer, & Muise, 2006).

In trying to make sense out of these seemingly conflicting findings, researchers

have attempted to specify the situations in which positive illusions are more beneficial to

the relationship, and the situations in which accurate perceptions are more beneficial.

Some have found that enhancement is important for satisfaction in dating relationships (Murray et al., 1996), whereas accuracy plays more of a role in more established marriage relationships (Swann et al., 1994). Others have suggested that it is the specificity of the characteristics that is important when considering relationship outcomes (Neff & Karney, 2002; 2005). They find accuracy to be beneficial for perceptions of more specific traits such as social skills and tidiness, whereas positive illusions are good for perceptions of global evaluations such as general worth. Still other researchers have suggested that when there is a low risk of rejection in the relationship, verification of a partner's self-views is good for the relationship, but when there is a high risk of rejection in the relationship, enhancement of the relationship partner is what is best (Kwang & Swann, 2010).

The research examining the outcomes of trait knowledge in close relationships is mixed and inconsistent. The strong focus on positive bias, and limited research on the outcomes of trait accuracy suggests that there may not be much to find when looking for benefits of trait accuracy. However, it remains intuitively compelling to think that accurate personality knowledge should help a person relate to a close other. We propose that detailed knowledge of others' personalities *is* beneficial for relationship maintenance, but at a more concrete and contextualized level than is typically assessed (Mischel, 2009; Mischel & Shoda, 1995). In the existing literature, researchers have assessed personality impressions of close others in terms general levels of behaviour (i.e. traits; e.g., Murray et al., 1997; Swann et al., 1994), which is probably not concrete enough to see a clear benefit of accuracy for most day-to-day interactions.

A more contextualized way of understanding personality is in terms of if-then profiles (Furr, 2009; Mischel, 2009; Mischel & Shoda, 1995). Whereas traits convey how a person acts generally in comparison with others (e.g. Kate is a pretty good listener), if-then profiles tell us the characteristic way in which a person's behaviour varies depending on the situation (e.g. *If* Kate is itching to tell you something, *then* she doesn't listen very well. *If* she's had a chance to talk first, *then* she's a much better listener). It is this second type of personality knowledge – knowledge about the specific situations that elicit specific behaviours in a relationship partner – that we expect is especially useful to have in established relationships.[3]

Evidence suggests that people are motivated to figure out this kind of information about others, just as they are with traits (Chen, 2003; Kammrath, Mendoza-Denton, & Mischel, 2005; Shoda & Mischel, 1993; Wright & Mischel, 1988). As people become more familiar with each other, their descriptions of one another become less focused on general traits and more focused on these contextual personality profiles (Idson & Mischel, 2001). This shift of focus suggests a change in the type of information people find particularly useful at this point in the relationship, offering the intriguing possibility

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[3] Knowledge about if-then personality profiles should not be confused with knowledge about very specific traits (as examined in Neff & Karney, 2005), or knowledge about traits in a particular context (i.e., circumscribed accuracy, as discussed Swann, 1984). Although knowing that Vic has a good imagination is more specific than knowing that he is generally a good guy (Neff & Karney, 2005), this knowledge still involves information about general levels of behaviours across situations. Similarly, circumscribed accuracy involves gaining knowledge about how a person will generally behave, but within a restricted context (i.e. knowledge about a person's traits within a particular relationship). In contrast to both of these types of personality information, if-then knowledge deals with information about how a person's behaviour will *vary* depending on the contexts.

For example, Kate may know that Vic is quite imaginative (specific trait accuracy) or that in the context of her relationship with him, he is generally imaginative (circumscribed accuracy). However, this is different than knowing that Vic gets his most interesting ideas just before he falls asleep, and is less creative when he is staring at a computer screen (if-then accuracy).

that what is likely most important for close relationship maintenance is personality information that is steeped in context.

For example, when Kate is trying to decide whether to go on a second date with Vic, it is useful for her to know that he is friendlier than most guys (trait). However, when Kate and Vic are in a committed dating relationship, it is not so important for her to become more accurate about exactly how friendly Vic is in comparison to others – what she really wants to know is how his friendliness changes from situation to situation (if-then profile; Furr, 2009; Fournier, Moskowitz, & Zuroff, 2008; Smith, Shoda, Cumming, & Smoll, 2009). Knowing that Vic is friendly "a lot of the time" isn't as useful as knowing that he is friendly after his first cup of coffee but unfriendly before. We propose that accurate if-then knowledge about a close other may play a uniquely functional role in relationship maintenance.

Accuracy about the if-then profiles of others (*if-then accuracy*) has never been empirically studied. The goal of the current research is to begin to explore questions about if-then accuracy and the usefulness of this knowledge in close relationships. We focus on a domain that may be particularly relevant to close relationship functioning: the triggering of negative emotions (Buss, 1989; Cunningham, Shamblen, Barbee, & Ault, 2005; Kowalski, 2001).

If-Then Trigger Profiles

Just as people have many different personality traits (e.g., sociable, worrisome, persistent) for their friends to learn about, they also have many different if-then personality profiles. One type of profile likely to be important in close relationships is the profile of a person's emotional reactions to various types of potentially aversive

interpersonal behaviours. When a person experiences a negative emotional reaction (such as irritation, anger, or anxiety) in immediate response to another person's behaviour, we can say that this person has been *triggered* by that situation. People vary not only on their base-rate of being triggered, but also on the specific interpersonal situations that characteristically do and do not trigger them. Each person's unique pattern of triggers and non-triggers is his or her *if-then trigger profile*. For example, Vic might generally be easily triggered or triggerable (trait), but might get especially triggered when interrupted, and remain unfazed when ignored (if-then profile). We expect that if-then trigger profiles may exemplify the type of relationally valuable if-then personality information about a close other previously described.[4]

Consider what Kate's interactions with others might be like before she figures out what really triggers these individuals. She may know that her business partner becomes triggered more frequently than her boyfriend (trait), but without if-then profile information, it would be difficult to make specific predictions about when each person will be most likely to get upset (beyond making predictions based on general triggers that might apply to most people). Once Kate knows even a bit about her relationship partners' if-then trigger profiles, there are a number of possibilities for why her interactions should improve.

The ability to predict a relationship partner's responses to specific situations may reduce uncertainty in the relationship, improving one's own feelings of security and closeness (Duronto, Nishida, & Nakayama, 2005; Gudykunst & Nishida, 2001). For

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[4] The current investigation should not be confused with Ickes (1997) work on empathic accuracy. Although both involve accuracy related to emotions, empathic accuracy involves reading the moment-to-moment thoughts and feelings of a relationship partner, whereas if-then trigger accuracy involves gaining knowledge about a relationship partner's consistent and characteristic pattern of emotional responses to a wide variety of situations.

example, knowing her business partner's trigger profile would allow Kate to anticipate that he will get annoyed when someone challenges his authority. A second possibility is that just having a deeper understanding of a relationship partner may make the partner feel known and understood, thereby improving the quality of the relationship (Campbell, 2005; Swann et al., 1994). Finally, it is possible that with this if-then profile knowledge Kate would be able to adjust her own behaviour in order to maintain a positive relationship with another person (Reis, Clark & Holmes, 2004). She could make sure to avoid being late for a date with her boyfriend, knowing that this really upsets him.

Knowledge about if-then trigger profiles gives people the increased potential for prediction and control in their relationships. Knowing a person's trait triggerability (average level of triggerability across situations) might be an important factor in your decision of whether to continue a relationship with that person, but once you are in a relationship, knowing about this person's if-then trigger profile (the specific things that do and do not trigger him or her) is likely to be indispensable for navigating interactions and reducing conflict.

Overview of Studies

The first step in this investigation was the development of a new instrument designed to measure if-then trigger profiles, the Trigger Profile Questionnaire (TPQ; see Appendix A for information about the questionnaire development and Appendix B for the questionnaire). In Study 1, we used the TPQ to examine knowledge about if-then trigger profiles among friend-pairs, specifically investigating the accuracy and usefulness of such knowledge. In Study 2, we expanded this investigation by introducing the concept of behaviour adjustment. In this study we looked at how well participants knew a friend's

trigger profile, as well as how much they adjusted their own behaviour to avoid triggering their friend based on this knowledge.

Study 1

In Study 1, we assessed if-then accuracy and trait accuracy among friend-pairs in the domain of interpersonal triggers. Participants completed the newly developed TPQ reporting how triggered they would feel in a variety of interpersonal situations. We also had participants predict how much their friend would be triggered by these same situations, and report on the quality of their relationship. We predicted that if-then accuracy about triggers would be specifically associated with positive relationship outcomes in the domain of conflict. For example, the more Kate knows about the situations that trigger Vic, the more she can potentially avoid those situations and thus reduce his feelings of conflict in the relationship. We predicted that the friend would be most likely to experience reduced relationship conflict as a result of not being triggered because he or she is the one experiencing conflict to a greater extent when he or she is being triggered. However, it is also possible that if-then accuracy would reduce conflict for both members of the friendship when the friend is not being triggered. We hypothesized that on average, friend-pairs would show accuracy in judgments of traits (trait triggerability) and profiles (if-then trigger profiles), but that if-then accuracy would be uniquely beneficial to the relationship, particularly in reducing the friend's experience of relationship conflict.

Method

Participants & Procedure

Undergraduates were recruited to participate through a university research pool and were asked to have a friend participate with them. One hundred seventy eight participants (115 female, 63 male; 89 dyads) completed the questionnaires online in exchange for course credit. These friend-pairs consisted of 20 male-male pairs, 46 female-female pairs, and 23 cross-sex pairs. Ages ranged from 16 to 25 with a mean age of 19.03. On average, friend-pairs had known each other for 4.65 years (*median* = 3 years).

After consenting to participate online, participants were asked to enter their own email address and the email address of the friend who would be participating with them, so that friend-pairs could be identified. After completing all of the questionnaires in the order listed below, participants were given the web-link to give to the friend so he or she could participate. Participants were instructed not to talk to their friend about the contents of the study before they both had completed it. Before submitting their survey responses, participants were asked whether they had discussed the details of the study with their friend prior to beginning the study. Of the original sample, seven friend-pairs (1 male-male, 4 female-female, 2 cross-sex) failed this check and were removed from subsequent data analyses, resulting in a final sample of 164 participants (105 female, 59 male; 82 dyads).

Measures

Background information. Participants were asked to provide their age, gender, and the length of their relationship with the friend.

Trigger Profile Questionnaire (TPQ). Participants completed the TPQ, responding to the questions "How much does this behaviour trigger you?" and "How much does this behaviour trigger your friend?" for each of the 72 behaviour descriptions using a five-point response scale (1=*not at all*, 3=*moderately*, 5=*very much*). Items were presented in the order listed in Appendix B. On the TPQ, profile elevation reflects the average level of emotional response across situations (trait triggerability), whereas profile shape reveals the situations that do or do not elicit an emotional response (if-then trigger profile). From self-ratings on the TPQ, we were able to calculate both a trait triggerability score and a trigger profile for each participant. A person's trait triggerability was calculated as his or her mean score across all 72 items (α = .94). A person's trigger profile was captured by his or her 72 trigger ratings, standardized within-person. Within-person standardizing removes differences in profile elevation and spread between participants, and leaves only differences in shape, which is how "profile" is typically defined (Mischel & Shoda, 1995). Participants' ratings about their friends' triggers also gave each person a trait triggerability score and a trigger profile for his or her perceptions of the friend (also standardized within-person).

Relationship Quality. To assess perceived relationship conflict, participants completed the Quality of Relationships Inventory (QRI; Pierce, Sarason, & Sarason, 1991; see Appendix C), which includes a 12-item subscale designed to measure the amount of conflict experienced in a relationship (α = .92). This inventory also includes subscales measuring depth (6 items; α = .89) and support (7 items; α = .86) in the relationship (see Table 1 for means and standard deviations).

Table 1

Means and Standard Deviations for Measures Used in Study 1 and Study 2

Measure	M	SD
Study 1		
QRI		
Conflict	1.66	.61
Support	3.54	.50
Depth	3.41	.60
Study 2		
QRI		
Conflict	1.67	.60
Support	3.39	.51
Depth	3.06	.59
Perceived Partner Understanding	3.52	.97
Perceived Partner Behavioural Responsiveness	3.90	.84
Investment Model Scale		
Satisfaction	6.13	1.40
Investment	4.43	1.93
Commitment	5.10	1.03
Need for Cognition	.06	.54
Attributional Complexity	.56	.65
Self-Control	2.84	.59

We had no specific predictions about the effect of if-then accuracy on the depth and support subscales, but included them for exploratory purposes. Participants rated all items on a four-point response scale (1=*not at all*, 4=*very much*). Consistent with past research, conflict was negatively associated with depth ($r = -.15, p = .059$) and support ($r = -.34, p$

< .001), and depth and support were positively correlated ($r = .73, p < .001$; Pierce et al., 1991; Verhofstadt, Buysse, Rosseel, & Peene, 2006). Table 2 shows the intraclass correlations between friends' ratings on each of the subscales, indicating that there was some agreement about the amount of conflict, depth, and support in the relationship between friends.

Table 2

Intraclass Correlations for QRI Subscales in Study 1 and Study 2

QRI Subscale	Study 1	Study 2
Conflict	.54**	.46**
Support	.68**	.36**
Depth	.37**	.35**

** $p < .01$

Results

Because the structure of the data was dyadic, a multi-level modelling approach was used for all analyses. Dependent and independent variables for each individual (Level 1) were nested within friendship dyads (Level 2). For each analysis, the dependency in the data arising from the dyadic pairing of participants was modelled with a repeated statement in the SPSS mixed models code, as recommended by Kenny, Kashy, and Cook (2006). With the dyadic dependencies thus accounted for, the fixed effects of predictor variables on criterion variables can be interpreted in a fashion similar to

regression coefficients. Only the fixed effects are reported, as these are the effects of interest.

For all analyses examining the effects of accuracy (trait accuracy or if-then accuracy) on relationship outcomes, we modelled the data using the Actor-Partner Interdependence Model (APIM) for indistinguishable dyads (Kenny et al., 2006; see Figure 1).[5] In the context of the current study, an *actor effect* refers to the effect of a person's accuracy on his or her own feelings of conflict, depth, and support in the relationship. A *partner effect* refers to the effect of the friend's accuracy on a person's feelings of conflict, depth, and support. Because we are looking at indistinguishable dyads, and all participants act as both actors and partners, we can think of an actor effect as an intrapersonal effect and a partner effect as an interpersonal effect.
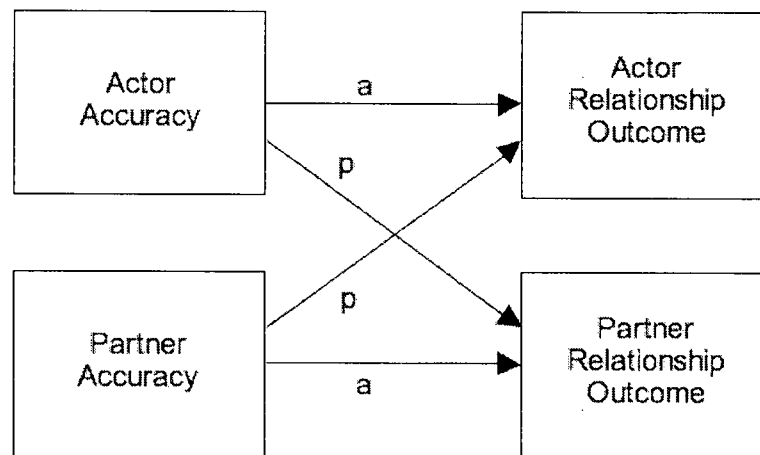
Figure 1. APIM model where a is the actor effect and p is the partner effect.

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[5] Dyads are indistinguishable when there is no meaningful way to differentiate one person from the other (e.g., gender). In our studies, many friend-pairs were same-sex pairs and thus our dyads qualify as indistinguishable.

All of the analyses in the current studies are correlational. However, because the APIM is a causal model, we will be using causal language (e.g., "actor effect" and "partner effect") throughout. We recognize the limitations of inferring causation without using an experimental design and will address these limitations in the general discussion.

Accuracy about If-then Trigger Profiles

Our key hypotheses involved accuracy related to if-then trigger profiles. We

calculated if-then trigger accuracy by correlating each participant's ratings of the friend's

if-then trigger profile with the friend's self-rated if-then trigger profile. The mean if-then

trigger accuracy score was .27 (SD = .21), which was significantly higher than zero, t

(163) = 15.21, p < .001.[6] Thus, as expected, participants showed modest accuracy on

average in judging their friend's specific pattern of triggers and non-triggers See Figure 2

for a histogram of the untransformed if-then accuracy scores, and Figure 3 for a

histogram of if-then accuracy scores after they have been transformed to represent a more

normal distribution.

Figure 2. Histogram of Study 1 if-then accuracy scores.

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[6] Prior to all analyses in Study 1 and 2, all scores calculated through a correlation were transformed using Fisher's r to z transformation. It is standard practice to transform variables calculated through correlations in this way in order to establish a more normal distribution prior to running statistical tests (Warner, 2008).
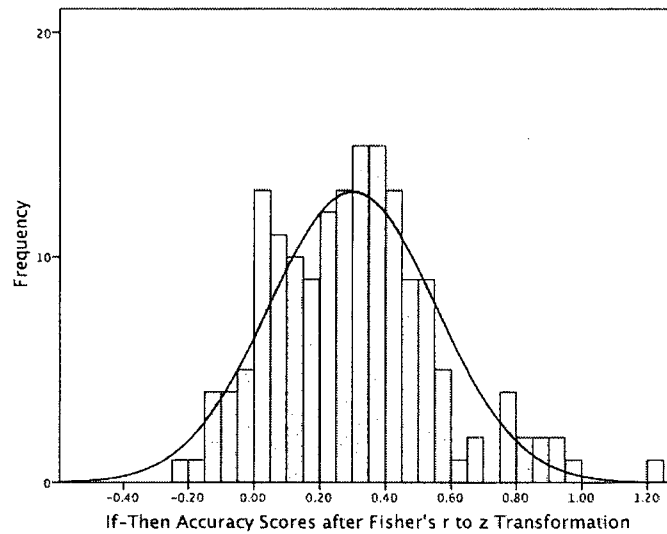
Figure 3. Histogram of Study 1 if-then accuracy scores after Fisher's *r* to *z* transformation.

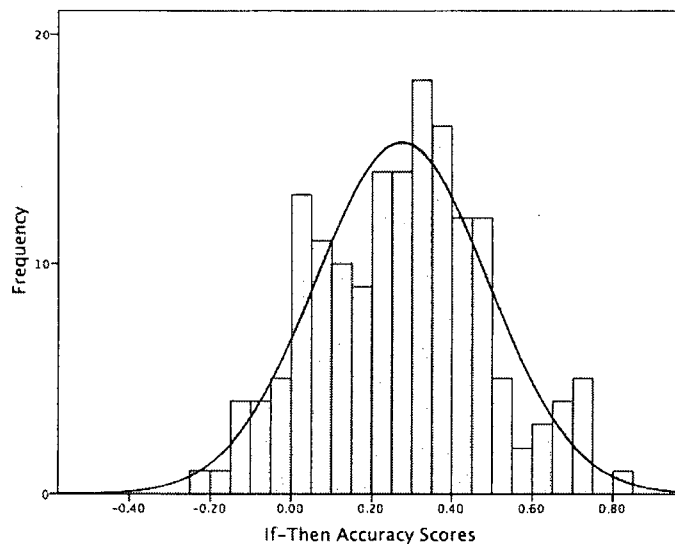To examine the effect of if-then trigger accuracy on the relationship, we used if-then trigger accuracy scores for both the self and the partner to predict relationship conflict (as well as depth and support) as in the following equation:[7]

$$Actor\ Reported\ Relationship\ Outcome = \beta_0 + \beta_1\ (Actor\ Accuracy) + \beta_2\ (Partner\ Accuracy)$$

As predicted, for conflict we found a significant partner effect ($\beta = -.27, p = .007$; Table 3). The more accurate the friend was about the participant's trigger profile, the less conflict the participant reported experiencing in the relationship. In the exploratory

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[7] People may be able to achieve a certain level of accuracy about a friend just by knowing how the average person would respond to each of the 72 trigger items (stereotype accuracy). For this reason, some researchers prefer to focus on differential accuracy scores (accuracy scores that remove the enhancing effects of stereotype accuracy) rather than raw accuracy scores (e.g., Bernieri, Zuckerman, Koestner, & Rosenthal, 1994). We focus on raw accuracy in this paper because we are primarily concerned with the *effects* of accuracy rather than the *sources* of accuracy. However, each analysis was also conducted using differential accuracy scores, computed by standardizing trigger ratings by item across participants, separately for self and partner ratings (as done in Biesanz & West, 2000, and Bernieri et al., 1994) before computing if-then accuracy correlations. The pattern of results did not change, in direction or significance, when differential accuracy scores were used.

analyses of depth and support, we found a significant actor effect for depth ($\beta = .21, p = .019$), and a marginal actor effect for support ($\beta = .21, p = .078$). Participants who were more accurate in identifying their friends' profiles of triggers and non-triggers, viewed their relationship as deeper and more supportive. No other effects were significant in these analyses.[8]

Table 3

Relationship Quality Predicted by If-Then Accuracy and Trait Accuracy in Study 1

	If-Then Accuracy		Trait Accuracy	
QRI Subscales	Actor Effects	Partner Effects	Actor Effects	Partner Effects
Conflict	-.10	-.27**	.08	-.01
Support	.21[†]	.08	.09	-.10
Depth	.21*	.04	.06	-.13

Note. Values are standardized coefficients from multi-level dyadic models, predicting QRI subscales using the actor and partner's if-then accuracy and trait accuracy in separate models.

[†]$p < .10$ *$p < .05$ **$p < .01$

Accuracy about Trait Triggerability

To examine trait accuracy, we used participants' ratings of their friends' triggerability (mean score across all 72 ratings of friend's triggers) to predict the friends'

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[8] Because there were positive associations between if-then trigger accuracy perceived profile similarity (the correlation between one's own self-rated trigger profile and one's perceptions of the friend's trigger profile), and actual profile similarity (the correlation between one's own self-rated trigger profile and the friend's self-rated trigger profile), it was important to run additional APIM analyses controlling for these latter two variables. The effects of if-then trigger accuracy remained significant in the additional analyses.

self-rated triggerability (mean score across all 72 ratings of own triggers; Aiken & West,

1991). We found that participants were accurate about their friends' trait levels of

triggerability ($\beta = .48, p < .001$), as hypothesized.

Although participants showed significant levels of trait accuracy, we did not

expect this accuracy to predict any relationship outcomes. To investigate whether

accurate knowledge about a friend's trait level of triggerability was related to any of the

relationship outcomes measured by the QRI for either member of the pair, we calculated

a trait accuracy score for each participant using the absolute difference between the

participant's rating of his or her friend's triggerability and the friend's self-rated

triggerability (discrepancy score).[9] We subtracted this number from 4 (the largest

discrepancy possible) to get an accuracy score for each participant. We then used trait

accuracy scores for both the self and the partner to predict relationship outcomes using

the same equation as we did for if-then accuracy. The results of these analyses revealed

no actor or partner effects of trait accuracy on any of the QRI subscales (see Table 3).[10]

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[9] Kenny et al. (2006) recommend using this type of discrepancy score to assess accuracy when it is only differences in mean levels that are of interest.

[10] Studies examining trait accuracy often use profile correlations based on multiple traits to calculate accuracy (e.g., Biesanz & West, 2000; Murray et al., 2002). Since the TPQ was designed to measure if-then profiles, it only measures one trait (triggerability), making a profile correlation of many traits impossible. Thus, the analysis of trait triggerability accuracy and if-the accuracy relies on two different statistical techniques, which could provide an alternate explanation for why trait accuracy failed to predict relationship outcomes. To make a more equitable comparison between trait accuracy and if-then accuracy, we also had participants complete the Ten-Item Personality Inventory (TIPI; Gosling, Rentfrow, & Swann, 2003) for themselves and their friend in order to corroborate our findings. We calculated each participant's trait TIPI accuracy using a profile correlation ($M = .42, SD = .35$; Kenny et al., 2006) and found that participants' trait TIPI accuracy was significantly higher than their if-then accuracy, $t(158) = 5.20, p < .001$. Trait TIPI accuracy was not associated with any outcomes as measured by the QRI. This additional analysis supports our findings that trait accuracy is not associated with positive relationship outcomes.

Discussion

Recent work on accuracy in close relationships has started to turn away from questions about *whether* personality accuracy has relationship benefits and toward questions about *what kind* of personality information is most beneficial, and under what conditions (e.g., Neff & Karney, 2005). We have proposed that in established, committed relationships, knowledge about a close other's *if-then personality profiles* may have a unique function over and above trait knowledge. Consistent with previous research that finds participants to have significant trait accuracy, participants in the current study displayed significant levels of accuracy about their friend's trait level of triggerability. This knowledge was not, however, associated with any of our measures of relationship quality. In addition to knowing about their friends' traits, our data showed that people also had significant accuracy about their friends' if-then trigger profiles. Distinct from trait knowledge, however, if-then knowledge was uniquely associated with positive relationship outcomes. Specifically, people reported less conflict and frustration in the relationship when their friend had better knowledge about their pattern of triggers and non-triggers (interpersonal effect). In addition, people who had better knowledge about a friend's pattern of triggers and non-triggers reported greater depth and support in the relationship (intrapersonal effect). This study is the first demonstration that accurate if-then knowledge about a relationship partner is associated with positive relationship functioning.

These findings set the stage for researchers to investigate the mechanisms underlying the association between profile knowledge and relational outcomes. It may be the case that just being able to predict how a close other will react to various situations

leads to less uncertainty and stress in the relationship (Theiss & Solomon, 2008). It may also be the case, however, that profile knowledge allows a person to control the situations his or her partner is exposed to, thereby influencing the partner's behavioural or emotional reactions in the relationship.

Study 2

The results of Study 1 demonstrated that knowledge of if-then personality profiles can be useful in relationships. Accurate if-then knowledge about trigger profiles was, for example, associated with the partner experiencing less conflict in the relationship. Study 1 did not, however, provide a test of why this is the case. One possibility is that being able to predict how a friend will react in various situations may increase feelings of understanding and stability in the relationship. If two people really feel like they understand each other, this may be what is driving the positive relationship outcomes. However, a more likely possibility is that knowledge about a close other's if-then personality profile is useful because it gives a person the potential to adjust his or her behaviour for the benefit of the relationship (Cheng, Chiu, Hong, & Cheung, 2001).

We propose that it is *behaviour adjustment* that accounts for the relational benefits of if-then accuracy. Behaviour adjustment is a person's change in his or her behaviour to complement his or her perceptions of another person's profile. For example, although Vic typically likes to give public recognition for a job well done, if he believes that Kate is uncomfortable with public flattery, holding back his praise until they are in private would be better for their relationship (as long as his belief about her trigger was correct). If Vic did not adjust his behaviour based on his knowledge of Kate's if-then profile, this knowledge is not likely to be of any benefit to the relationship.

The purpose of Study 2 was to test the primary hypothesis that if-then accuracy is only useful when a person can *adjust* his or her behaviour based on accurate profile knowledge. Behaviour adjustment was expected to moderate the relationship between if-then accuracy and relationship outcomes. In order to test this hypothesis, we first investigated the relationship between if-then accuracy and behaviour adjustment, and then examined how they interacted to affect relationship functioning. In Study 2, we looked at conflict as an outcome variable, as well as depth and support as in Study 1. Study 2 expanded on Study 1 by exploring additional relationship outcome variables, including perceived understanding and perceived responsiveness, as well as variables that were expected to differentially predict if-then accuracy and behaviour adjustment.

Understanding Behaviour Adjustment

Behaviour adjustment can be conceptualized in two different ways. The first type of adjustment we will call *comprehensive* adjustment, whereas the second type we will call *targeted* adjustment. Both types of adjustment involve the actor reducing the performance of an interpersonal behaviour in order to avoid triggering the partner. They differ in whether this behaviour reduction has a global focus, encompassing an avoidance of all the strong triggers of the partner, or whether it has a more local focus, focusing primarily on avoiding the strong triggers of the partner that the actor is most pre-disposed to engage in, that is, those with the highest trigger activation potential.

Imagine that Vic believes Kate hates to be interrupted and also hates to be praised in public. Vic is a person who infrequently interrupts others, but often praises others in public. In the case of comprehensive behaviour adjustment, Vic would reduce the frequency with which he performed both behaviours, interrupting and publicly praising

Kate, even though his original frequency of interrupting was already quite low. In the case of targeted behaviour adjustment, Vic would make a special effort to avoid drawing attention to Kate, knowing that this is a strong trigger for her and that it is something he is likely to do (thus, there is strong trigger activation potential). He would not worry as much about reducing the frequency that he interrupted Kate (another one of her strong triggers) since he does not tend to interrupt people that much anyways. We measured and examined both of these types of behaviour adjustment in our analyses.

Interactions Between If-Then Accuracy and Behaviour Adjustment

Using the TPQ to obtain if-then accuracy and behaviour adjustment scores, Study 2 first examined the empirical association between these two constructs. In principle, if-then accuracy and behaviour adjustment are independent constructs. If-then accuracy refers to the degree to which a person is accurate about his or her partner's triggers. We define behaviour adjustment as the amount a person changes his or her actions to avoid the partner's triggers *as he or she perceives those triggers*, regardless of whether those perceptions are accurate. Despite this rational independence, however, the two constructs might prove to be empirically correlated if there are shared factors that increase both simultaneously, such as a motivation to maintain a positive relationship.

In addition to assessing the relationship between behaviour adjustment and if-then accuracy, we examined how they interact to affect the relationship. For example, some people might have accurate knowledge about a friend but struggle with changing their behaviour, leaving them aware of triggering their friend but unable to stop doing it. Is this better or worse for the relationship than triggering a friend due to total ignorance of their triggers? Other people might be highly skilled at adapting their behaviour, but mistaken

about what it is they should stop doing. Is that more annoying for the friend than a person who has less ability to control his or her behaviour? To address these and related questions, Study 2 examined how the interaction between accuracy and behaviour adjustment contribute to various relationship outcomes. As the effect of if-then trigger accuracy on partner experienced relationship conflict has already been established in Study 1, Study 2 sought to replicate this finding. Additionally, we hypothesized that behaviour adjustment would moderate this relationship. Specifically, we expected that the combination of high accuracy and high behaviour adjustment would be associated with the partner experiencing less conflict in the relationship, and this moderation was tested using the interaction term to predict conflict.[11] Study 2 also tested for the actor effects of if-then accuracy on depth and support found in Study 1, and tested whether or not behaviour adjustment would moderate these effects as well.

Additional Relationship Outcome Variables

In addition to the relationship outcome variables of conflict, depth, and support (examined in Study 1), in Study 2, we explored other possible outcomes of if-then accuracy and behaviour adjustment. *Perceived partner responsiveness* has been suggested as a central concept in relationship research, and generally refers to the degree to which a relationship partner is perceived to understand, appreciate, and respond to the needs of the self (Reis, 2007; Ries et al., 2004). In the current study, we explored two

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[11] An alternate possibility is that that accurate behaviour adjustment would *mediate* the relationship between if-then accuracy and the friend's experience of conflict in the relationship rather than moderate. However, a mediation model would imply that if-then accuracy *causes* behaviour adjustment, which we did not expect to be the case. We expected that it would be in the relationships where a person did use his or her if-then profile knowledge about a friend to avoid triggering that friend, that the friend would experience less conflict in the relationship (i.e. moderation).

specific aspects of perceived partner responsiveness and how they might relate dyadically to if-then accuracy and relationship adjustment.

One aspect of perceived partner responsiveness is perceived partner *understanding*, which refers to the amount of knowledge or awareness a person perceives his or her partner to have about his or her needs and desires. We expected if-then accuracy, but not behaviour adjustment, to be associated with the relationship partner's feeling that he or she is understood. It is more likely that a person will perceive his or her partner as understanding if the partner has a more accurate understanding of his or her personality. It is possible, however, that perceived partner understanding is not based on the actual level of accuracy possessed by the partner, but on other factors, such as projection (Lemay & Clark, 2008) or positive illusions (Murray et al., 1996).

Perceived partner *behavioural* responsiveness refers to the degree to which a person perceives a relationship partner to be actively responding to his or her needs and desires. We expected that behaviour adjustment, but not if-then accuracy, would be associated with the partner's perception of the actor's behavioural responsiveness. If a person is making an effort to change certain behaviours so as not to upset his or her friend, the friend is likely to notice these changes, regardless of whether the person is adjusting the behaviours based on accurate knowledge. It is possible, however, that the friend would only notice these attempts when the behavioural changes address actual triggers, in which case behavioural adjustment would predict the friend's perceptions of behavioural responsiveness only in those cases where behavioural adjustment is based on accurate profile perceptions.

Predictors of If-Then Accuracy and Behaviour Adjustment

Study 2 also began to explore unique predictors of behaviour adjustment and if-then accuracy. We expected that a person's positive feelings about a relationship would predict both if-then trigger accuracy and behaviour adjustment. Relationship variables such as commitment, investment, and satisfaction (Rusbult, Martz, & Agnew, 1998) indicate a person's degree of positive feelings toward a relationship. Because of the increased motivation to maintain a positive relationship, someone who is more positively oriented toward a relationship in these ways will be more concerned with discovering what his or her friend's triggers are so he or she will be able to avoid them. This engagement and attention to the partner would presumably lead to more accurate judgments and an increased effort to adjust the behaviour based on these judgements.

Although we predicted that positive relationship feelings would increase if-then accuracy and behaviour adjustment alike, there are other variables that should uniquely predict one versus the other. Gaining accurate profile knowledge about a relationship partner requires the perceiver not only to feel positively about the relationship, but also to read and interpret many complex cues. For this reason, it is likely that if-then accuracy would be uniquely predicted by variables related to intellectual factors. There is some research to suggest that general intellectual functioning is associated with accurate perceptions of others (Christiansen, Wolcott-Burnam, Janovics, Burns, & Quirk, 2005; Davis & Kraus, 1997), and we expected those who prefer to engage in intellectual activity (Need For Cognition; Cacioppo, Petty, & Kao, 1984) may also make more accurate profile judgments. Another cognitive variable, attributional complexity, refers to a person's motivation and tendency to think of people and behaviour in terms of more

complex explanations (Fletcher, Danilovics, Fernandez, Peterson, & Reeder, 1986).

People who enjoy "figuring things out" may be better able to figure out the complex

profile of another person, and achieve a higher if-then accuracy score.

Positive relationship feelings are likely an important factor in whether or not a

person will adjust his or her behaviour, however this is not sufficient. Behaviour

adjustment also requires the ability to inhibit a habitual behaviour and to act in a way that

is out of the ordinary. For this reason, self-regulation ability, or dispositional self-control

(Tangney, Baumeister, & Boone, 2004) was expected to predict behaviour adjustment. A

person who is dispositionally inclined to control impulses should be better able to adjust

his or her typical behaviour to avoid triggering a friend.

The Present Research

Study 2 examined the relationship between if-then accuracy and positive

relationship outcomes, specifically investigating the role of behaviour adjustment. We

hypothesized that behaviour adjustment would moderate the relationship between if-then

accuracy and positive relationship outcomes, specifically the reduction of conflict

experienced in the relationship as this was the primary finding in Study 1. Study 2 also

explored other potential relationship outcomes related to if-then accuracy and behaviour

adjustment, as well as unique predictors of each. Study 2 builds on Study 1 by shedding

light on the conditions under which if-then knowledge is associated with positive

relationship outcomes.

Method

Participants

Undergraduates were recruited to participate through a university research pool and were asked to have a friend participate with them. Two hundred participants (117 female, 83 male; 100 dyads) participated in exchange for course credit. These friend-pairs consisted of 34 male-male pairs, 51 female-female pairs, and 15 cross-sex pairs. Ages ranged from 18 to 23 with a mean age of 18.69. On average, friend-pairs had known each other for 2.43 years (*median* = .67 years).

Procedure

Participants completed Part 1 of the study online before coming into the lab for Part 2. For Part 1, participants completed a battery of questionnaires online, including measures of relationship attitudes, intellectual interest, and self-regulation skill, but not including the TPQ (see Appendix D for questionnaires; means and standard deviations are reported in Table 1). Study 2 expanded on the methodology of Study 1 by bringing participants into the lab to complete the TPQ (Part 2), rather than having them complete it online. This replication in the lab was meant to give greater assurance that participants did indeed complete the questionnaire with a friend, and that they completed it independently.

Once both members of a friend-pair had completed the online pre-survey, they came into the lab together to each complete the TPQ in two rounds while seated at separate computers. In the first round, participants completed an adapted version of the TPQ, answering questions about *behaviour frequency* for each person on each item (Appendix E). Participants were then given a short break to avoid fatigue. To prevent

discussion between participants, and to prevent participants from wanting to skip the break to complete the study more quickly, participants were given a picture to look at (Appendix F) and were asked to write a short description of what was going on in the picture (still independently). Once they were finished with this distraction task, participants completed the second round of the TPQ, this time answering questions about degree of *triggering* for each person on each item. This second round was equivalent to how the TPQ was administered in Study 1.

Background Measures (Online)

Background information. In the online survey, participants provided their age, gender, and the length of their relationship with the friend.

Relationship quality. To assess perceived relationship conflict, as well as perceived relationship depth and support, participants completed the QRI (Pierce et al., 1991) as in Study 1. This inventory includes subscales designed to measure the amount of conflict (12 items; $\alpha = .91$), depth (6 items; $\alpha = .85$) and support (7 items; $\alpha = .83$) experienced in a relationship. Participants rated all items on a four-point response scale (1=*not at all*, 4=*very much*).

Perceived partner understanding. Participants responded to three items designed to measure perceptions of the degree to which the relationship partner understands the participant's needs and desires: "My friend knows everything about me, inside and out," "My friend knows what makes me "tick", and why I do the things I do," "My friend is aware of what I am thinking and feeling in most situations" ($\alpha = .88$). Participants rated items using a five-point response scale (1=*not at all*, 3=*moderately*, 5=*very much*) in response to the question "How much is your friend like this?"

Perceived partner behavioural responsiveness. Participants responded to three items designed to measure perceptions of the degree to which the relationship partner actively responds to the participant's needs and desires: "My friend is responsive to my needs, and goes out of his/her way to help me out" "My friend does things to make me feel better when I'm upset," and "My friend supports me by doing things for my benefit, putting my needs before his/her own" (α = .81). Participants rated items using a five-point response scale (1=*not at all, 3=moderately, 5=very much*) in response to the question "How much is your friend like this?"

Positive relationship feelings. Participants completed the Investment Model Scale (Rusbult et al. 1998), which includes subscales designed to measure relationship satisfaction (5 items; α = .87), investment size (5 items; α = .89), and relationship commitment (7 items; α = .60). Participants rated each item on a nine-point response scale (0=*do not agree at all, 8=agree completely*).

Need for cognition. Participants completed the Need for Cognition Scale (Cacioppo et al., 1984), which consists of 18 items designed to measure the extent to which a person gains satisfaction by thinking (α = .84). Items such as "The notion of thinking abstractly is appealing to me" are rated on a five-point response scale (-2=*extremely unlike me*, +2=*extremely like me*).

Attributional complexity. Participants completed the Attributional Complexity Scale (Fletcher et al., 1986), which consists of 28 items designed to assess the complexity of the attributions they use to explain people and their behaviour (α = .88). Items such as "I have found that the causes for people's behaviour are usually complex rather than

simple" are rated on a seven-point response scale (-3=*strongly disagree*, +3=*strongly agree*).

Dispositional self-control. Participants completed the Brief Self-Control Measure (Tangney et al., 2004), which consists of 13 items designed to measure dispositional self-control (α = .81). Items such as "I am good at resisting temptation" are rated on a five-point response scale (1=*not at all like me*, 5=*very much like me*).

Trigger Profile Questionnaire (In-Lab)

Behaviour profiles. Upon first arriving in the lab, participants completed an adapted version of the TPQ designed to assess behaviour profiles (Appendix E). Participants responded to the following four questions for each of the 72 behaviour descriptions: "How often do you perform this behaviour in general?" "How often do you perform this behaviour around your friend specifically?" "How often does your friend perform this behaviour in general?" and "How often does your friend perform this behaviour around you specifically?" using a five-point response scale (1=*almost never*, 3=*some of the time*, 5=*almost always*).

This round of questions on the TPQ provided a general behaviour profile for each participant (a person's general pattern of behaviour) and a relationship specific behaviour profile of behaviours performed around this particular friend (a person's pattern of behaviour around this friend specifically). A comparison of these two behaviour profiles allows an assessment of relationship-specific behaviour reduction, as reported by the participant. The data also provided a perceived general behaviour profile and a perceived relationship specific behaviour profile for the friend's behaviour. (This would allow an alternate measure of behaviour reduction, although not one used in our analyses).

If-then trigger profiles. After a short break, participants were asked to go through the list of potential triggers a second time in order to assess if-then trigger profiles. Participants completed the original TPQ, responding to the following two questions for each behaviour: "How much does this behaviour trigger you?" and "How much does this behaviour trigger your friend?" using a five-point response scale (1=*not at all*, 3=*moderately*, 5=*very much*). The questions answered during this round through the TPQ provided a trigger profile for each participant, as well as for his or her perceptions of the friend.

Results

As in Study 1, Study 2 used a multi-level modelling approach for all analyses that used accuracy and adjustment to predict outcome variables. Again, we modelled the data using the APIM for indistinguishable dyads (Kenny et al., 2006), so we can think of an actor effect as an intrapersonal effect and a partner effect as an interpersonal effect.

If-Then Accuracy

We calculated if-then trigger accuracy in the same way as in Study 1, by correlating each participant's ratings of the friend's if-then trigger profile with the friend's self-rated if-then trigger profile (see Figures 4 and 5 for histograms of if-then accuracy scores). The mean if-then trigger accuracy score was .26 ($SD = .19$), which was significantly higher than zero, $t (199) = 18.87, p < .001$. These values are very similar to what was found in Study 1.
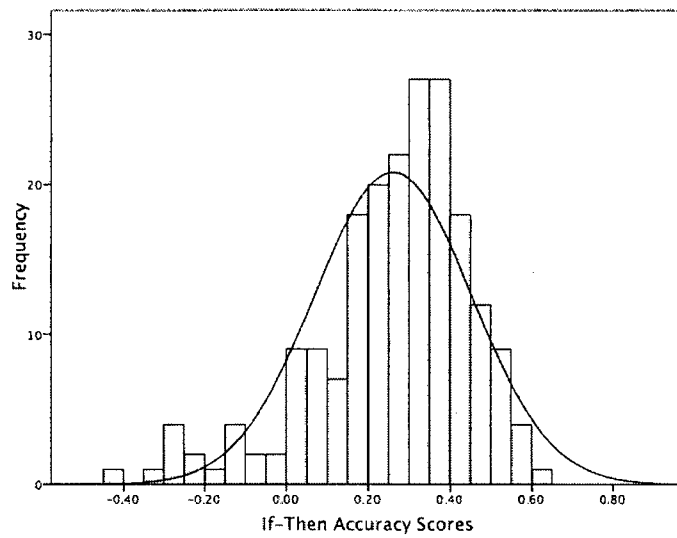
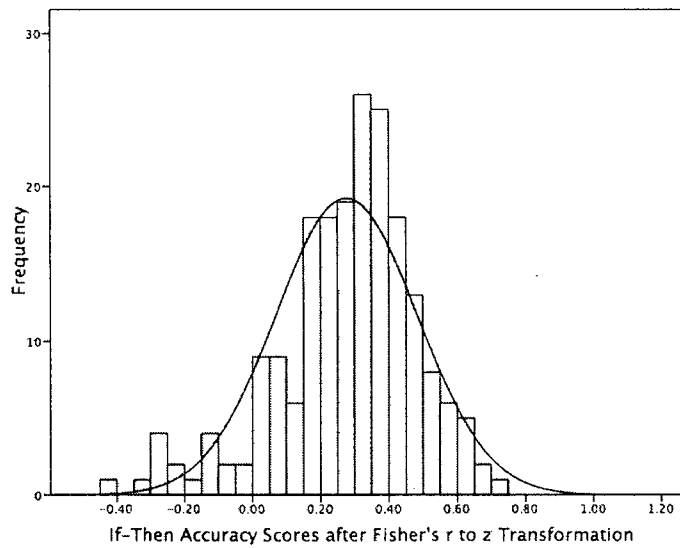*Figure 4.* Histogram of Study 2 if-then accuracy scores.

Figure 5. Histogram of Study 2 if-then accuracy scores after Fisher's *r* to *z* transformation.

Relationship quality. To examine the effect of if-then trigger accuracy on the

relationship, we used if-then trigger accuracy scores for both the self and the partner to

predict relationship conflict, depth, and support using the same equation as we did in

Study 1. We hypothesized that as in Study 1, we would find a significant partner effect of if-then accuracy on conflict, that is, a friend having accurate knowledge about a person's specific triggers would reduce the amount of conflict the person feels in the relationship. Using accuracy scores for both the self and the partner to predict conflict, we found no actor effect (β = -.11, p = .218), and no partner effect (β = .06, p = .509; Table 4). It was unexpected that the interpersonal (partner) effect of accuracy on relationship conflict did not replicate, and possible reasons for this non-replication will be addressed in the discussion.

In the analyses of depth and support, we found a marginal actor effect for depth (β = .17, p = .082), and a significant actor effect for support (β = .24, p = .012). This replicates the pattern of our findings in Study 1. Participants who were more accurate in identifying their friend's profile of triggers and non-triggers viewed their relationship as deeper and more supportive. All tests of partner effects were non-significant.

Perceived partner understanding. In addition to examining the effect of accurate if-then knowledge on the QRI subscales, Study 2 examined the effect of if-then accuracy on perceived partner understanding. We had anticipated a partner effect of if-then accuracy, such that people would report feeling more understood if their friend had accurate perceptions of their if-then trigger profile. We did not find the partner effect that we expected (β = -.03, p = .796; Table 4). Friends' accuracy about participants' if-then trigger profiles was not associated with participants' feelings of understanding from their friends.

Table 4

Relationship Variables Predicted By If-Then Accuracy and Behaviour Adjustment in Study 2

Scale	If-Then Accuracy		Comprehensive Adjustment		Targeted Adjustment	
	Actor Effects	Partner Effects	Actor Effects	Partner Effects	Actor Effects	Partner Effects
Conflict	-.11	.06	-.14*	-.16*	.00	-.08
Support	.24*	-.14	.12†	.03	.07	.05
Depth	.17†	-.10	.06	-.06	.11	.01
Perceived Partner Understanding	.16	-.03	--	--	--	--
Perceived Partner Responsiveness	--	--	.10	-.01	.02	.06

Note. Values are standardized coefficients from multi-level dyadic models, predicting relationship variables using the actor and partner's if-then accuracy, comprehensive behaviour adjustment, and targeted behaviour adjustment in separate models.

$^{†}p < .10$ $^{*}p < .05$

Behaviour Adjustment

Calculations. To get individual scores for the two types of behaviour adjustment (a targeted behaviour adjustment score and a comprehensive behaviour adjustment score), we ran the following multi-level model, allowing the slopes to vary randomly, and saved the slopes for each participant. (This, in effect, is similar to running the model below separately for each participant and saving the participant's regression slopes.)

$$Actor\ Behaviour\ Reduction = \beta_0 + \beta_1\ (Actor\ General\ Behaviour) + \beta_2\ (Actor\ Perceived\ Partner\ Trigger)$$

$$+ \beta_3\ (Actor\ General\ Behaviour\ X\ Actor\ Perceived\ Partner\ Trigger)$$

In this model the dependent variable is the actor's *behaviour reduction*, calculated by subtracting the actor-reported relationship-specific behaviour frequency from the actor-reported general behaviour frequency. This variable captures the amount that the actor is reducing the frequency of a particular behaviour within his or her relationship. This behaviour reduction variable is regressed on the actor's general behaviour frequency[12] (β_1), the perceived partner trigger level (β_2), and the interaction between the two (β_3).[13]

The last two terms in the model can be thought of as perceived partner trigger level and perceived partner trigger activation potential. *Comprehensive behaviour adjustment* was captured by a participant's random slope for perceived partner trigger level. A positive slope would indicate that the participant is reducing his or her relationship-specific behaviour linearly as a function of how much he or she thinks that behaviour triggers the partner. *Targeted behaviour adjustment* was captured by a participant's random slope for the interaction term, that is, the perceived partner trigger activation potential. A positive slope would indicate that the participant reduces his or her relationship-behaviour more dramatically when there is both a high trigger and a high general tendency to perform the triggering behaviour.[14] In each of the analyses below, we

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[12] It is important to control for the actor's general behaviour frequency, because this variable will be positively correlated with behaviour reduction (as behaviour reduction is a difference score). Behaviour reduction can be greater when the general behaviour is high than when the general behaviour is low.

[13] The first two variables (general behaviour frequency and perceived partner trigger level) were centred before the interaction term was created, allowing their coefficients to be interpreted as main effects.

[14] Due to the dyadic nature of the data collected in this study, there were a number of options for calculating the variables included in the model. Specifically, the "relationship-specific behaviour frequency" used to calculate behaviour reduction could be that reported by the actor (as described in the text) or that reported by the partner (also collected). The "partner trigger level" variable, used in the latter two terms of the behaviour adjustment model, could be the actor's

first report the results for comprehensive behaviour adjustment, followed by the results for targeted behaviour adjustment.

Descriptives. Unexpectedly, the levels of behaviour reduction reported in the current study were *extremely* low, resulting in very low adjustment scores with little variability (comprehensive adjustment $M = .02$, $SD = .04$; targeted adjustment, $M = .00$, $SD = .02$; see Figures 6 and 7 for histograms of adjustment scores). When examining the raw behaviour reduction scores, it was evident that on average participants reported that when they were with their friend, they engaged in behaviour reduction on 14 items (19%), no behaviour change on 51 items (71%), and behaviour *increase* on 7 items (10%).[15]

Conflict. For the same reason that we expected if-then accuracy to predict reduced partner experience of conflict, we hypothesized that if a friend adjusts his or her behaviour in order to avoid triggering the participant, the participant would report experiencing less conflict in the relationship (a partner effect). We used the following equation to test this hypothesis:

$$Actor\ Reported\ Relationship\ Outcome = \beta_0 + \beta_1\ (Actor\ Adjustment) + \beta_2\ (Partner\ Adjustment)$$

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perceptions of the partner's triggers (as described in the text) or the partner's self reported triggers. We selected the method described in the text because it maximizes the theoretical independence of if-then accuracy and behaviour adjustment.

[15] There were many reports of actually increasing a particular behaviour from the TPQ when around a friend, which showed up in our data as negative "behaviour reduction" scores. It may be the case that participants were reporting engaging in these behaviours more around the friend because they knew it did not trigger their friend at all (in fact the friend may actually enjoy the particular behaviour). A participant may have reported increasing risk-taking behaviour, for example, because he or she knows that caution really triggers the friend. In this way, the participant is avoiding triggering a friend by increasing an opposite behaviour. It is also possible that participants are reporting increasing behaviours that they know trigger a friend. However, we think this is less likely based on the relationship between behaviour adjustment and reports of conflict.
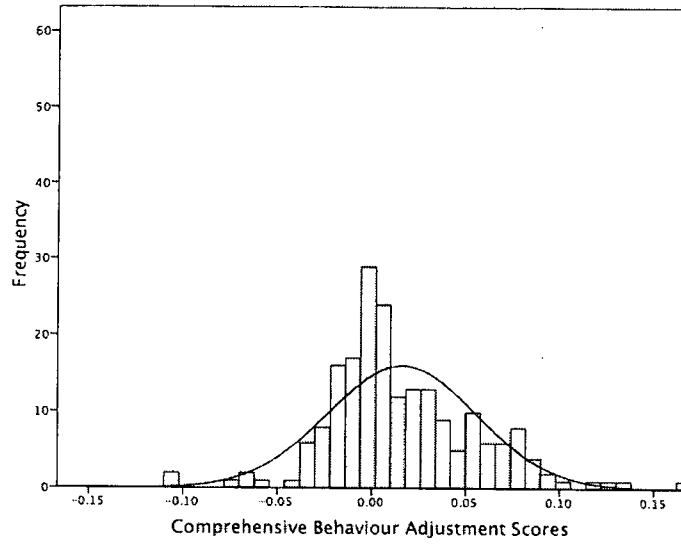
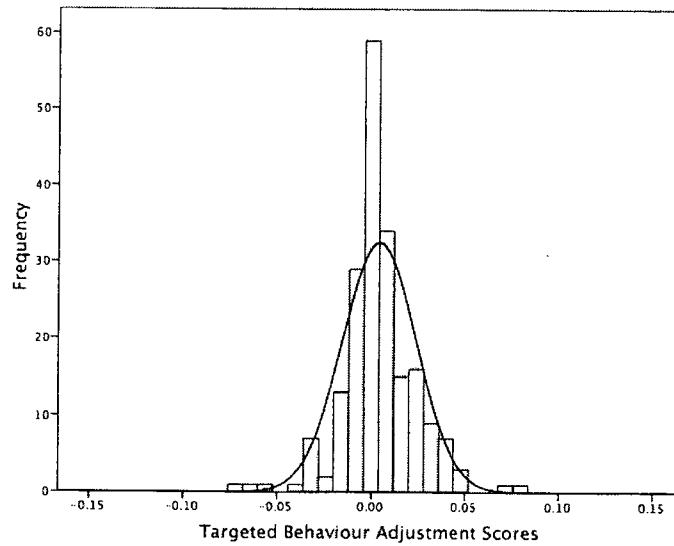*Figure 6.* Histogram of Study 2 comprehensive behaviour adjustment scores.

Figure 7. Histogram of Study 2 targeted behaviour adjustment scores.

Using comprehensive behaviour adjustment scores to predict conflict, we found a

significant actor effect (β = -.14, p = .038) and partner effect (β = -.16, p = .024; Table 4).

Using targeted behaviour adjustment scores to predict conflict, we found no actor or

partner effects. These results indicate that both members of the friendship reported

experiencing less conflict in the relationship when one person reduced engaging in

behaviours that they thought triggered the other. Paying special attention to reducing the

behaviours with high trigger activation potential, however, did not seem to have any

effect on the experience of conflict in the relationship over and above comprehensive

adjustment.

Depth. We had no specific hypotheses for how behaviour adjustment would

predict feelings of depth in a relationship. Using comprehensive behaviour adjustment

scores to predict depth, we found no actor or partner effects. Using targeted behaviour

adjustment scores to predict depth, we found no actor effects or partner effects.

Behaviour adjustment thus did not appear to be related to the degree of depth experienced

in the relationship.

Support. We had expected that an interpersonal (partner) effect might emerge for

support, with participants reporting that their friend was more supportive if the friend was

adjusting his or her behaviour to avoid triggers. Using comprehensive behaviour

adjustment scores to predict feelings of support in the relationship, we found a marginal

actor effect (β = .12, p = .083) and no partner effect. Using targeted behaviour adjustment

scores to predict support, we found no actor or partner effects. These results indicate that

participants did not report feeling more supported in the relationship when their friend

adjusted their behaviour, but rather felt more supported when they themselves reduced

engaging in behaviours that triggered their friend (potentially a projection effect). Reducing the specific behaviours that have high trigger activation potential, however, did not affect the experience of support in the relationship over and above comprehensive adjustment.

Perceived partner behavioural responsiveness. Because adjusting behaviour to avoid triggering a friend is a form of responsiveness, we had anticipated an interpersonal (partner) effect, such that participants would report that their friend was more responsive if the friend was actually adjusting his or her behaviour. Using comprehensive behaviour adjustment scores to predict perceptions of the partner's responsiveness in the relationship, we did not find the partner effect that we expected ($\beta = -.01, p = .887$; Table 4), nor did we find the effect using targeted behaviour adjustment scores to predict perceived partner responsiveness ($\beta = .06, p = .401$). The friend's perceptions of behavioural responsiveness from the participant were not associated with the participant's actual behaviour adjustment.

If-Then Accuracy and Behavioural Adjustment Together

Although if-then accuracy and behaviour adjustment are independent constructs in principle, we tested whether or not they were empirically correlated. Accuracy was moderately correlated with comprehensive adjustment ($r = .15, p = .037$), but not with targeted adjustment ($r = .05, p = .519$). Comprehensive and targeted adjustment were positively correlated with each other ($r = .45, p < .001$).

We originally hypothesized that behaviour adjustment would moderate the association between accurate if-then trigger knowledge and reduced partner experience of conflict in the relationship. Recall, however, that the partner effect of if-then accuracy on

conflict was not significant in this study. Similarly, our interaction hypothesis for this partner effect (β_6) was not supported for either comprehensive behaviour adjustment (interaction $\beta = -.02, p = .841$) or targeted behaviour adjustment (interaction $\beta = -.11, p = .255$) when we ran the model below.

$$Actor\ Reported\ Conflict = \beta_0 + \beta_1\ (Actor\ Accuracy) + \beta_2\ (Actor\ Adjustment) + \beta_3\ (Actor\ Accuracy\ X\ Actor\ Adjustment)$$

$$+ \beta_4\ (Partner\ Accuracy) + \beta_5\ (Partner\ Adjustment) + \beta_6\ (Partner\ Accuracy\ X\ Partner\ Adjustment)$$

In addition, the interaction term for the actor effect (β_3) was not significant for comprehensive behaviour adjustment (interaction $\beta = .04, p = .607$) or targeted behaviour adjustment (interaction $\beta = -.11, p = .228$). There were no other significant interaction effects of accuracy and behaviour adjustment on any of the outcome variables.

Predictors of If-Then Accuracy

We hypothesized that if-then accuracy about trigger profiles would be predicted by positive relationship feelings (commitment, investment, and satisfaction), as well as by intellectual variables (attributional complexity and need for cognition). To test these hypotheses, we used actor reports of each of these variables to predict actor if-then accuracy. Table 5 reports the results of these analyses. Relationship satisfaction was significantly associated with if-then accuracy $(\beta = .12, p = .029)$, and relationship investment was marginally associated with if-then accuracy $(\beta = .10, p = .055)$. However, there was no association between relationship commitment and if-then accuracy. Additionally, there was no association between attributional complexity or need for cognition and if-then accuracy.[16]

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[16] We also conducted these analyses using differential accuracy scores instead of raw accuracy scores as the dependent variable. The results of these analyses were all non-significant.

Predictors of Behaviour Adjustment

In addition, we hypothesized that positive relationship feelings would predict

behaviour adjustment. Furthermore, we predicted that adjustment would be uniquely

predicted by self-control. To test this hypothesis, we used actor reports of each of these

variables to predict actor adjustment. Relationship satisfaction was marginally associated

with comprehensive behaviour adjustment ($\beta = .14, p = .057$; Table 5). However, there

was no association between relationship investment or relationship commitment and

comprehensive behaviour adjustment or targeted behaviour adjustment. In addition, there

was no association between self-control and behaviour adjustment (comprehensive or

targeted).

Table 5

If-Then Accuracy and Behaviour Adjustment Predicted By Relationship Variables, Intellectual Variables, and Self-Control on in Study 2

Scale	If-Then Accuracy	Comprehensive Adjustment	Targeted Adjustment
Investment	.10[†]	-.05	.08
Commitment	.06	-.01	.06
Satisfaction	.12[*]	.14[†]	.03
Need For Cognition	-.00	--	--
Attributional Complexity	.02	--	--
Self-Control	--	-.07	.01

Note. Values are standardized coefficients from multi-level dyadic models, predicting accuracy and adjustment using each predictor variable in a separate model.

[†] $p < .10$ [*] $p < .05$

Discussion

As was the case in Study 1, participants in Study 2 showed significant levels of if-then accuracy about their friends' trigger profiles. However, rather unexpectedly, in Study 2 this knowledge was not associated with the friend experiencing less conflict in the relationship. This null association was quite surprising as this was the main finding in Study 1. Although this interpersonal association between accuracy and conflict did not replicate, the intrapersonal associations between accuracy and depth and support showed the same pattern in Study 2 as in Study 1.

We did not find the hypothesized interpersonal association between if-then accuracy and perceived partner understanding. Participants who were more accurate about their friends' if-then trigger profiles did not have friends who felt more understood in the relationship. This may be because just knowing about someone's triggers is not enough to make him or her feel understood. Feeling understood may have less to do with actually being understood, and more to do with a partner's supportive behaviours.

The primary addition to Study 2 was the inclusion of behaviour adjustment scores in the analyses. What was most striking about these behaviour adjustment scores was how low they were, with participants reporting making no changes to their behaviour at all on the majority of the items. Despite the overall lack of behaviour adjustment reported in this sample, we found that when a person did report reducing behaviours that triggered their friend, both members of the relationship reported experiencing less conflict in the relationship. In addition, the person doing the adjusting reported feeling more supported in the relationship. However, participants did not report perceiving greater partner behavioural responsiveness when the partner reported adjusting his or her behaviour.

Our main interest in including behaviour adjustment in Study 2 was to test if it would moderate the relationship between if-then accuracy and perceived conflict in the relationship. We expected that a person not only needs accurate knowledge about a friend's specific triggers to reduce the friend's experience of conflict in the relationship, but this knowledge must also be coupled with a change in behaviour so as not to trigger the friend as often. However, this interaction was not significant in our analyses.

Finally, we hypothesized that if-then accuracy and behaviour adjustment would both be predicted by positive relationship feelings and differentially predicted by need for cognition and attributional complexity (accuracy), and self-control (adjustment). Positive relationship feelings were associated with accurate if-then knowledge as well as behaviour adjustment to some extent. Relationship satisfaction was associated with if-then accuracy and behaviour adjustment as predicted, and investment was associated with accuracy. Commitment was not associated with accuracy or adjustment, likely because of the low reliability of the scale in this sample. As expected, when people were satisfied and committed to a relationship, they seemed motivated to get to know their partners better, as well as adjust their behaviour in order to maintain a positive relationship.

However, the variables that we predicted would differentially predict if-then accuracy and behaviour adjustment did not do so. Need for cognition and attributional complexity were not associated with if-then accuracy, and self-control was not associated with behaviour adjustment. Future research may look at other potential predictors of these two constructs.

General Discussion

Although accuracy about traits has been studied my many researchers (e.g.,

Biesanz et al., 2007; Funder et al., 1995; Murray et al., 1996), these two studies were the first attempt to study accuracy about if-then profiles. In Study 1, we examined if-then accuracy and trait accuracy about triggers, and looked at how they might affect the relationship. Study 1 found that although trait accuracy had no associations with reported feelings of conflict, depth, or support in the relationship, if-then accuracy was associated with these relationship outcomes. The connection between if-then accuracy about trigger profiles and positive relationship outcomes was most evident in its association with the friend's reduced experience of conflict in the relationship.

In Study 2, we incorporated a new variable, behaviour adjustment, into our analyses. We attempted to test a moderation hypothesis with behaviour adjustment moderating the relationship between if-then accuracy and positive relationship outcomes (specifically reduced relationship conflict). However, the expected main effect of if-then accuracy and conflict was absent in Study 2, and behaviour adjustment scores were very low overall. As a result, we were not able to demonstrate that if-then accuracy is only associated with positive relationship outcomes when a person adjusts his or her behaviour based on his or her knowledge of the friend's triggers. Nevertheless, we did find that comprehensive behaviour adjustment predicted reduced feelings of conflict for both members of a relationship.

If-Then Accuracy and Conflict: The Non-Replication

There were some changes in the methodology from Study 1 to Study 2 that may account for the null association between if-then accuracy and reports of relationship conflict in Study 2. The main change in Study 2 was that participants were asked to come into the lab with their partner for the second half of the study (where they completed the

TPQ). Even though participants completed the conflict questionnaire online at home, just knowing that they would be coming into the lab together may have had an effect on their initial report of conflict. In addition, participants may have chosen a different friend to participate with than they would have if they could have done the entire study from home. The difference in the median relationship length from Study 1 to Study 2 suggests that Study 1 included more long-term friendships, whereas the friendships in Study 2 were primarily friendships that had started within the past year when they met at university. Participants may have different types of relationships with friends they likely met in high school versus friends they likely met in university.[17] This difference in the type of friendships from Study 1 to Study 2 may have affected the results.

However, it may not have been the reports of conflict, but rather the trigger ratings used to calculate if-then accuracy that changed from Study 1 to Study 2. Completing the TPQ in the lab with the friend sitting only a few feet away (rather than in the privacy of their own homes) may have affected answers on this questionnaire. For some participants, having the friend in the same room may have helped them to think about the friend's triggers more concretely and more accurately. For others, having the friend there may have been distracting, leading to less accurate ratings.

In addition, in Study 2 the trigger ratings were the very last ratings that participants completed. They may have been fatigued by the time they got to this portion of the questionnaire and did not put as much thought into their answers as did participants in Study 1 who completed the TPQ at the beginning of the Study. Also, reporting on

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[17] We did additional analyses to see whether relationship length was related to participants' levels of accuracy. We found no association between length of relationship and accuracy scores in Study 1 or Study 2. However, it may be the case that relationship length is less important than the *phase* that the relationship is in (i.e., classmates, best friends, dating, etc.)

trigger levels for each of the items after having already gone through the entire questionnaire giving behaviour ratings for each item may have impacted the results. After having just rated the degree that the self and the friend engage in each of the behaviours, the trigger ratings may be slightly biased. For example, if a person has just reported that he or she often engages in skeptical thinking, this person may be less likely to say that skeptical thinking really triggers his or her friend. Similarly, if a person indicates that the friend rarely shows up late, it might not strike them as much of a trigger as it would if the friend's behaviour tendency was not so salient in their mind.

One final difference between Study 1 and Study 2 was that because Study 1 was entirely online, we were concerned that participant might share answers on the TPQ. For this reason, participants were asked at the end of Study 1 whether they had shared any answers with their friend. Participants who had indicated that they did not complete the entire questionnaire independently were removed from the sample. Because participants in Study 2 completed the TPQ portion of the study in the lab, we did not ask this "filter question" in Study 2. It is possible that without this question, we were unable to filter out participants who shared answers during the online portion (even though they could not share answers during the in-lab portion), which may have had a negative impact on our results.

Behaviour Reduction

When designing Study 2, we expected that participants would report more reduction than they did, but there are a couple of reasons why this may not have been the case. First of all, some participants may have just been unmotivated and did not want to put in the effort to differentiate their behaviour in general from their behaviour around

their friend. Even if this was not the case, participants may have felt that by reporting that they behave differently around a friend than they do in general, they are being inauthentic. It may be threatening for participants to think that their behaviour (or who they are) changes depending on who they are with, so they reported that they do not adjust their behaviour at all.

Given the lack of behaviour reduction reported in the sample, it is quite remarkable that adjustment predicted any relationship outcomes at all. Although targeted adjustment did not have any associations with any other variables, comprehensive adjustment was associated with lower reports of conflict for both members of the pair, and marginally associated with increased feelings of support for the person doing the adjusting.

The behaviour adjustment scores obtained from this sample may indicate that the methodology used in the current study was not adequately equipped to quantify this adjustment to its full extent. However, it may be the case that people actually do not adjust their behaviour to benefit their relationships very much at this level. It is possible that had we asked about general personality traits we would have seen absolutely no behaviour reduction, since personality traits are quite constant (Fleeson & Gallagher, 2009). However, had we looked at even more situationally specific moment-to-moment behaviours, as is done when looking at empathic accuracy, we may have seen even more adjustment. It remains for future research to investigate how adjustment might differ depending on the level of measurement, and whether adjustment at varying levels of specificity might affect the relationship differently.

Conclusions

The current investigation contributes to the effort to understand the kinds of knowledge about close others that add to the quality of relationships (e.g., Ickes, 1997; Neff & Karney, 2005; Showers & Zeigler-Hill, 2004). Gaining knowledge about a relationship partner's if-then profile has different implications than gaining knowledge about traits or preferences, as this type of knowledge appears to have unique associations with relationship outcomes. Although the potential of a combined benefit of if-then accuracy and behaviour adjustment was not demonstrated in the current study, it is possible that with improved methodology we might still see this effect. Future research that aims to address this question again should make every effort to have participants report on their behaviour levels on the TPQ as separately as possible from the trigger reports on the TPQ. Future research should also be careful to only select participants who have been in a relationship for a number of years, and have participants complete all questionnaires in the lab to avoid sharing answers.

As the first study into a new area of research, the current research employed only correlational analyses. Therefore, the results of these studies may *suggest* a certain pattern of causal relationships, but this can only be confirmed through experimental design. Our analyses leave room for the possibility of reverse causation, with positive relationship functioning affecting if-then accuracy and behaviour adjustment rather than the reverse. These analyses also leave open the possibility that there are other variables (such as positive feelings toward the relationship) that may lead people to be more accurate, or adjust their behaviour more, as well as report positive relationship functioning. Future research could expand on the current investigation by exploring

questions about if-then accuracy experimentally. One way of doing this would be to manipulate participants' levels of if-then accuracy by giving them differing amounts of information about the friend's trigger profile. Assuming that giving a participant explicit information about the friend's trigger profile would allow him or her to be more accurate, future research could examine the effect that this if-then accuracy had on relationship functioning over the following week or month.

In addition, future research could continue to investigate if-then accuracy in domains other than triggers. For example, it may be informative to explore accuracy about if-then profiles of positive emotional reactions to specific behaviours rather than just negative emotional reactions (triggers). Knowing the specific things that really excite a relationship partner or make them feel happy, and the things that do not is likely to also have associations with positive relationship outcomes.

It may also be interesting to look at how the associations of if-then accuracy with outcome variables might differ for various types of relationships. Based on research looking at trait accuracy, for example, it would be plausible that dating relationships might work differently than marriage relationships (Swann et al., 1994). It is reasonable to think that if-then accuracy might become increasingly important as the relationship becomes more established. Kate might be somewhat lenient with Vic while they are dating for not knowing that public flattery makes her anxious, but if he does not know that this is one of her triggers by the time they are married, it is likely to have a more negative impact on their relationship.

The current research is the first exploration of if-then accuracy among dyads, and serves as a stepping off point for a continued investigation into the types of personality

knowledge that are beneficial in relationships, and the contexts in which they are of most

value.

Appendix A – If-Then Trigger Profile Questionnaire Development

In order to measure trigger profiles we developed the Trigger Profile Questionnaire (TPQ), which consists of 72 descriptions of potentially bothersome interpersonal behaviours. To develop this list, we extracted themes from pilot data gathered from a total of 258 pilot participants who described interpersonal behaviours that personally bothered them. The goal in developing this questionnaire was to collect an assorted list of behaviours that each would trigger different people in varying degrees, allowing us to capture the unique within-person variability that is central to if-then profiles. The TPQ was not meant to uncover the underlying "factors" of behaviour that trigger people, although we did use factor analysis during the questionnaire development to determine whether there were a small number of broad factors that captured the behaviours that tend to trigger people. A lack of a simple factor structure in the data suggested to us that people really do need to learn about their friend's triggers one by one.

Thematic Extraction and Factor Analysis: Samples 1 and 2

We started the measure construction process using a "bottom-up" approach. We first had 62 participants indicate some interpersonal behaviours that trigger them personally, using a free-response format. Using this dataset, we then formatted participants' responses into 90 single sentence items (e.g., "It triggers me when people do not follow instructions;" "It triggers me when people ignore me," etc.). Next, we asked 61 new participants (8 male, 52 female, 1 undisclosed; M age = 18.4) to report what triggers them personally, again using a free-response format as in the previous sample. In

addition, we had these new participants rate how much each of the 90 behaviour items triggered them on a scale from 1 (*not at all*) to 5 (*extremely*).

We factor analyzed the 90 trigger ratings from sample 2, to determine if a small set of broad factors could account for the variability in trigger ratings. The initial answer was no: the analysis extracted 23 factors with Eigen values over 1, the largest of which accounted for only 28% of the variance. In the factor analysis about half of the items did not load understandably with anything else. These items were removed from the factor analysis with the intent to re-examine them later. The factor analysis of the remaining items indicated that there were ten factors that accounted for 77% of the variance in trigger ratings (Table 1A). Of the triggers that sample 2 reported by free-response before looking at the trigger questionnaire, 65% were captured by these ten types of behaviour.

Table 1A

Sample 2 Pilot Factors

Factors	α	% of variance accounted for
Diminishment	.83	31.5
Exploitation	.84	8.9
Rudeness and Disrespect	.82	7.4
Inconsideration	.87	6.2
Lack of Motivation and Competence	.80	4.8
Anger and Aggression	.76	4.4
Deflection of Responsibility	.75	4.1
Failure to Return Contacts	.82	3.8
Lack of Emotion	.60	3.1
Disregard	.76	2.8

Revised Approach: Top Down Item Generation

Because the trigger ratings did not reveal a small number of broad factors, we came to think that the best approach for creating the measure would be to try to get a wide assortment of everyday triggers, rather than trying to write items to tap specific underlying factors. We used the information gained from the factor analysis to give us the first ten trigger types. These ten types of behaviour seemed to fit into some larger conceptual categories: relational behaviours, social behaviours, emotional behaviours, and working behaviours. We used these larger categories as starting points to generate more ideas for types of triggers. We also added a "thinking behaviours" category, because although there were no clear thinking behaviour factors in this pilot study, we felt this was still an important category of behaviour to consider when thinking about potential triggers. We did not expect that people would tend to be triggered by one of these larger categories more than another. Rather, these general domains of behaviour were to serve a conceptual and organizational purpose.

After formulating these overarching behaviour categories, we moved to a "top-down" approach. We generated more behaviour types within each of these larger categories, using multiple sentences in order to mirror the original behaviour types from the factor analysis. We included some of the items that did not load on the 10 factors from Sample 2, as well as items adapted from theoretical behaviour taxonomies in psychology in order to capture the spectrum of human behaviour (Interpersonal Circumplex, Horowitz, 2004; Big-5, McCrae & Costa, 1999).

Each of the final 72 behaviour descriptions included in the final TPQ began with a label, followed by a few sentences describing the type of behaviour (e.g. "Skepticism –

When someone is overly skeptical of information that he/she receives. When he/she questions things that are generally accepted. When he/she is very hard to convince of something.") The 72 descriptions included 10 relational behaviours, 24 social behaviours, 9 emotional behaviours, 13 working behaviours, and 16 thinking behaviours.

TPQ Descriptive Statistics: Sample 3

With a complete list of a variety of 72 potentially triggering behaviours, we wanted to make sure that each item would be highly triggering for some participants, and not at all for others. We also wanted to ensure that participants varied from item to item on the amount that each one triggered them personally. A measure with good between-person and within-person variability is what was needed to adequately examine the study's hypotheses about if-then profile accuracy.

In the third pilot sample, 135 participants (22 male, 113 female; M age = 18.5) responded to the question "*How much does this behaviour trigger you?*" using a five-point response scale (1=*not at all*, 3=*moderately*, 5=*very much*), for each of the 72 behaviour descriptions generated from the previous sample. From self-ratings on the TPQ, we were able to calculate both a trait triggerability score and a trigger profile for each participant. A person's trait triggerability was calculated as his or her mean score across all 72 items. A person's trigger profile was captured by his or her 72 trigger ratings, standardized within-person.

In this sample, responses on all of the 72 trigger items used the full range of the rating scale, indicating that for every item there were people who were very triggered by the behaviour, and people who were not at all. The mean trait triggerability score for participants in the sample fell near the midpoint of the scale at 3.20 (SD = 0.40), and the

mean within-person standard deviation was 1.09. Although there were differences

between participants in levels of trait triggerability, there was also sizable within-person

variability in the TPQ (i.e. profiles). The scale therefore met our criteria for the

assessment of idiographic if-then profiles.

Appendix B – If-Then Trigger Profile Questionnaire

If-Then Trigger Profile Questionnaire

Instructions:

We all get bothered by other people from time to time. However, the specific behaviours that bother us vary from person to person. We call the interpersonal behaviours that really bother you your "triggers". Triggers immediately set off strong negative emotions inside of you such as anger, irritation, or anxiety, as a reaction to another person's behaviour, but may or may not result in you doing anything about these emotions.

In the following questionnaire we will be looking at a number of types of interpersonal behaviours that are triggers for some people, but not for others. We would like to know how much each of these types of behaviour triggers you, and how much it triggers your friend. For each of the following behaviour descriptions, please rate the following questions:

	Not at all		Moderately		Very Much
How much does this behaviour trigger you?	O	O	O	O	O
How much does this behaviour trigger your friend?	O	O	O	O	O

Social Behaviour (in general)

Stubbornness
When someone is not willing to compromise or cooperate with others. When he/she insists on getting his/her way. When he/she stubbornly refuses to bend or be flexible.

Social Timidity
When someone is being too shy and not contributing to a group discussion. When he/she is uncomfortable voicing an opinion or hesitant to share an idea. When he/she keeps quiet and won't speak up.

Poor Manners
When someone chews with his/her mouth open. When he/she doesn't excuse him/herself after a cough or burp. When he/she sneezes and doesn't cover his/her mouth.

Self-Sacrifice
When someone looks out for others at the cost of looking out for him/herself. When he/she lets others take advantage of him/her. When he/she puts others before him/herself to the point that his/her own needs and desires are not being met.

Conflict Seeking
When someone starts an unnecessary conflict. When he/she disagrees with another person just to start an argument. When he/she purposefully provokes another person.

Undue-Attention Seeking
When someone does something just to get attention. When he/she is unnecessarily loud and obnoxious. When he/she behaves in a way that is needlessly attention seeking.

Dishonesty
When someone lies and exaggerates the truth. When he/she doesn't tell the entire truth or only tells half-truths. When he/she is dishonest.

Self-Importance
When someone acts as though he/she is better than others, and deserves special treatment. When he/she seems to think he/she is entitled to more than everyone else. When he/she acts arrogant and looks down on others.

Insincerity
When someone acts fake. When he/she flatters others to get ahead. When he/she tells people what they want to hear. When he/she acts differently with different people, and isn't true to his/her own personality.

Mistreatment of Others
When someone mistreats another person. When he/she does not treat another person with respect. When he/she is rude or unkind to another person.

Forgiveness
When someone forgives a person who doesn't deserve leniency. When he/she gives someone who has already had many second chances another one. When he/she seems blind to another person's faults.

Judging
When someone judges and criticizes others. When he/she easily finds faults in others. When he/she points out the negatives in other people.

Mistrust/Suspicion
When someone doesn't trust others with information. When he/she is suspicious of other people's intentions. When he/she is very secretive and mistrusting.

Self-Effacement
When someone won't accept credit for his/her good work. When he/she is very modest and diminishes his/her achievements. When he/she insists he/she did a poor job regardless of how he/she really did.

Approval Seeking
When someone acts how he/she thinks others want him/her to act. When he/she is very concerned with what others will think of him/her. When he/she allows what others think dictate how he/she behaves.

Conflict Avoidance
When someone avoids conflict by ignoring a problem. When he/she refuses to confront someone else with an issue. When he/she avoids necessary conflict and confrontation.

Selfishness
When someone acts selfishly. When someone does what is best for him/herself at the cost of others. When he/she thinks about his/her own needs before the needs of others.

Social Boldness
When someone charges into a social situation without concern for whether his/her behaviour is appropriate. When he/she is bold and uninhibited in a social situation. When he/she does not hold back or question the appropriateness of his/her actions in a particular situation.

Divulgence
When someone talks publicly about private subject matter. When he/she reveals personal information about him/herself or about others. When he/she does not treat intimate information with discretion.

Interruption
When someone interrupts another person. When he/she talks over another person. When he/she doesn't wait his/her turn to speak.

Obliviousness
When someone is totally unaware of his or her surroundings. When he/she has a conversation in the middle of the hallway and doesn't notice he/she is in other people's way. When he/she walks slowly in front of everyone else and blocks the people behind him/her.

Complaining
When someone bitches and complains. When he/she whines about a situation. When he/she grumbles and expresses dissatisfaction.

Lack of Respect for Social Hierarchy
When someone acts too familiar with someone who is in a higher position than he/she is. When he/she does not show respect for his/her elders. When he/she treats someone who is superior to him/her as an equal.

Feigned Knowledge
When someone talks as though he/she is an expert on a topic, when he/she actually isn't. When he/she won't admit that he/she doesn't know the answer. When he/she acts knowledgeable about something he/she doesn't know a lot about.

Relational Behaviour (with me)

Emotional Dependence
When someone needs me to pay attention to him/her. When he/she checks in with me and needs me to check in with him/her regularly. When he/she needs me to accompany him/her places.

Disregard
When someone leaves me out of things. When he/she ignores me. When he/she doesn't include me in his/her plans.

Criticism
When someone criticizes me. When someone tells me I'm doing something wrong. When he/she gives me negative feedback.

Control
When someone tells me what to do. When he/she tries to control me. When someone tries to exert authority over me.

Emotional Autonomy
When someone doesn't need me. When he/she doesn't check in with me. When he/she doesn't pay attention to me. When he/she doesn't touch base regularly. When he/she does something or goes somewhere without me.

Harshness
When someone is unnecessarily blunt and harsh with his/her comments toward me. When he/she uses biting or cutting language with me. When he/she says nasty things to me or uses a harsh tone.

Praise
When someone praises me in person. When he/she gives me glowing feedback in front of others. When he/she compliments me on something.

Coddling/Babying
When someone is over-protective of me. When he/she treats me like I'm too fragile to handle the truth. When he/she coddles or babies me.

Rebellion
When someone challenges my authority. Whey he/she won't to do as I say. When he/she second-guesses my decisions.

Clinginess
When someone doesn't give me my space. When he/she won't leave me alone. When he/she has to be right where I am. When he/she invites him/herself to hang out with me.

Emotional Behaviour

Anger/Aggression
When someone expresses anger. When he/she raises his/her voice and yells. When he/she loses his/her temper and acts aggressively.

Emotional Over-Expression
When someone does not censor his/her emotions when necessary. When someone over-expresses his/her feelings, whatever they may be, without regard to the situation he/she is in. When he/she does not hold back his/her emotions when he/she should.

Moodiness
When someone is moody. When he/she is grumpy for no reason. When he/she is crabby, sulky or testy.

Soft-Heartedness
When someone can't remain emotionally detached in a situation. When someone doesn't separate him/herself from the feelings of others. When he/she gets too emotionally involved in a situation.

Impatience
When someone is visibly upset when he/she is made to wait. When he/she acts annoyed and impatient when someone else inconveniences him/her. When he/she makes a big deal over any delay or interference.

Anxiety/Worry
When someone gets very anxious over a minor situation. When he/she allows something small to worry him/her. When he/she frets and worries over something unimportant.

Emotional Under-Expression
When someone hides what he/she is really feeling, so you can't tell from the outside what he/she feels, if anything. When someone does not express his/her emotions in situations when emotional expression is appropriate or expected. When he/she remains unemotional when emotional expression is called for.

Stress/Tension
When someone gets very tense and worked up. When he/she seems stressed out. When he/she gets edgy and flustered.

Hard-Heartedness
When someone is unsympathetic to a situation that someone else is in. When he/she is indifferent to another person's feelings. When he/she acts hard and uncaring toward someone.

Working Behaviour

Lack of Motivation
When someone doesn't put much effort into a project. When he/she slacks off and doesn't do his/her fair share of the work. When he/she doesn't work hard on something.

Instrumental Dependence
When someone asks for help with something he/she should know how to do. When he/she seeks assistance with something he/she should be able to do by him/herself. When he/she does not figure something out for him/herself.

Incompetence
When someone cannot do a job well despite trying. When he/she just can't get something right. When he/she does something poorly because he/she is just not good at it.

Inconsideration of Time
When someone shows up late. When he/she cancels plans at the last minute. When he/she isn't ready on time and makes people wait.

Deflection of Responsibility
When someone does not admit when he/she has made a mistake. When he/she blames others rather than taking responsibility. When he/she makes excuses for his/her shortcomings.

Failure to Return Contacts
When someone doesn't email me back. When he/she don't return my phone calls. When he/she doesn't respond to messages I have left him/her.

Perfectionism
When someone is overly focused on making things perfect. When he/she has unrealistically high standards for him/herself or others. When he/she is too focused on every little detail.

Disorganization
When someone does not approach a task in an organized way. When he/she has a cluttered workspace. When he/she doesn't put something back where it belongs.

Monitoring
When someone doesn't trust another person to do things right. When he/she constantly checks up on people. When he/she watches to make sure someone else is doing it correctly.

Instrumental Independence
When someone is not willing to ask for help or advice even when he/she might need it. When he/she only relies on him/herself and won't let someone else help. When he/she does something on his/her own without consulting with others.

Improper Self-Presentation
When someone doesn't present him/herself in a professional manner. When he/she does not put in the effort or concern him/herself with making a good impression. When he/she does not adhere to social norms for how he/she should present him/herself.

Lack of Initiative
When someone does not show initiative on a task, and just sticks to exactly what he/she was asked to do. When he/she does not act on his/her own, without being instructed by someone else. When he/she does not go beyond exactly what he/she was asked to do.

Procrastination
When someone doesn't get started on a task well in advance. When he/she finishes something just in time, and not a second sooner. When he/she pushes something to the very last minute.

Thinking Behaviour

Conventionality
When someone is not willing to listen to a new idea or try something new. When he/she insists something be done the way it has always been done. When he/she is not open to change.

Emotional Decision Making
When someone relies only on his/her emotions to tell him/her what to do. When he/she makes a decision emotionally, without using reason. When he/she doesn't reach a decision logically and rationally.

Risk-Taking
When someone makes a risky decision on impulse. When he/she jumps into something without thinking it through. When he/she doesn't consider the consequences of his/her actions.

Optimism
When someone does not acknowledge the dark side of a situation. When he/she is being too optimistic. When he/she paints a picture brighter than the situation really is.

Shallow Thinking
When someone is content with shallow knowledge on a subject. When he/she doesn't think deeply about something. When he/she only has a surface knowledge or interest in a topic.

Over Acceptance
When someone treats all ideas as equally valuable. When he/she is not at all critical of another person's beliefs or ideas even if they are obviously ridiculous. When he/she is overly accepting of different points of view, and doesn't take a stand either way.

Political Incorrectness
When someone makes derogatory jokes. When he/she uses politically incorrect language. When he/she uses words that might be offensive to certain social groups.

Caution
When someone can't make a decision unless he/she has thought of every possible outcome. When he/she is hesitant to do anything that hasn't been carefully considered. When he/she avoids doing something that involves risk.

Lack of Seriousness
When someone doesn't take something seriously enough. When he/she doesn't seem to recognize the gravity of a situation. When he/she takes something too lightly.

Gullibility
When someone doesn't think critically about information he/she receives. When he/she believes what he/she reads or is told without question. When he/she is easily persuaded to believe something.

Unconventionality
When someone wants to do something differently, even though the old way worked just fine. When he/she wants to make a lot of changes to the usual way of doing something. When he/she has to do something differently than everyone else.

Negativity
When someone only points out the negatives in something. When he/she doesn't look on the bright side of a situation. When he/she is too negativistic.

Ignorance
When someone doesn't know something that I think he/she should know. When he/she lacks common knowledge. When he/she is unaware of something important.

Skepticism
When someone is overly skeptical of information that he/she receives. When he/she questions things that are generally accepted. When he/she is very hard to convince of something.

Rational Decision Making
When someone chooses to do something because it makes logical sense, even if his/her emotions tell him/her to do the opposite. When he/she ignores his/her emotions and makes a decision based solely on what is most rational. When he/she gives emotions absolutely no influence in the decision making process, and relies entirely on reason and logic.

Seriousness
When someone takes something too seriously. When he/she doesn't see the humour in something. When he/she won't lighten up about a situation.

Appendix C – Quality of Relationships Inventory

Please rate the following items about your relationship with your friend, using the scale below:

		Not at all			Very much
1.	To what extent can you count on this person to listen to you when you are very angry at someone else?	O	O	O	O
2.	To what extent can you turn to this person for advice about problems?	O	O	O	O
3.	To what extent can you really count on this person to distract you from your worries when you feel under stress?	O	O	O	O
4.	To what extent could you count on this person for help with a problem?	O	O	O	O
5.	If you wanted to go out and do something this evening, how confident are you that this person would be willing to do something with you?	O	O	O	O
6.	To what extent could you count on this person to help you if a family member very close to you died?	O	O	O	O
7.	To what extent can you count on this person to give you honest feedback, even if you might not want to hear it?	O	O	O	O
8.	How angry does this person make you feel?	O	O	O	O
9.	How upset does this person sometimes make you feel?	O	O	O	O
10.	How often does this person make you feel angry?	O	O	O	O
11.	How much do you argue with this person?	O	O	O	O
12.	How often do you have to work hard to avoid conflict with this person?	O	O	O	O
13.	How much would you like this person to change?	O	O	O	O
14.	How much do you have to "give in" in this relationship?	O	O	O	O
15.	How much does this person make you feel guilty?	O	O	O	O
16.	How much does this person want you to change?	O	O	O	O
17.	How often does this person try to control or influence your life?	O	O	O	O
18.	How critical of you is this person?	O	O	O	O
19.	How much more do you give than you get from this relationship?	O	O	O	O

20. How significant is this relationship in your life?   ○ ○ ○ ○

21. How much do you depend on this person?   ○ ○ ○ ○

22. How close will your relationship be with this person in 10 years?   ○ ○ ○ ○

23. How positive a role does this person play in your life?   ○ ○ ○ ○

24. How responsible do you feel for this person's well-being?   ○ ○ ○ ○

25. How much would you miss this person if the two of you could not see or talk with each other for a month?   ○ ○ ○ ○

Subscales
Support: Items 1-7
Conflict: Items 8-19
Depth: Items 20-25

Note: Items 8-19 are reverse-scored

Appendix D - Study 2 Online Questionnaires

Quality of Relationships Inventory (see Appendix C)

Perceived Partner Understanding

Using the scale provided, please indicate the extent to which each of the following statements is true in your friendship with this person. There are no right or wrong answers.

How much is your friend like this?

	Not at all		Moderately		Very Much
1. My friend knows everything about me, inside and out.	O	O	O	O	O
2. My friend knows what makes me "tick", and why I do the things I do.	O	O	O	O	O
3. My friend is aware of what I am thinking and feeling in most situations.	O	O	O	O	O

Perceived Partner Behavioural Responsiveness

Using the scale provided, please indicate the extent to which each of the following statements is true in your friendship with this person. There are no right or wrong answers.

How much is your friend like this?

	Not at all		Moderately		Very Much
1. My friend is responsive to my needs, and goes out of his/her way to help me out.	O	O	O	O	O
2. My friend does things to make me feel better when I'm upset.	O	O	O	O	O
3. My friend supports me by doing things for my benefit, putting my needs before his/her own.	O	O	O	O	O

Investment Model Scale

Please indicate the degree to which you agree with each of the following statements regarding your current relationship.

(Relationship Satisfaction subscale)	Do not agree at all				Agree slightly				Agree completely
1. I feel satisfied with our friendship.	○	○	○	○	○	○	○	○	○
2. My friendship is much better than others' friendships.	○	○	○	○	○	○	○	○	○
3. My friendship is close to ideal.	○	○	○	○	○	○	○	○	○
4. Our friendship makes me very happy.	○	○	○	○	○	○	○	○	○
5. Our friendship does a good job of fulfilling my needs for intimacy, companionship, etc.	○	○	○	○	○	○	○	○	○

(Investment Size subscale)									
1. I have put a great deal into our friendship that I would lose if the relationship were to end.	○	○	○	○	○	○	○	○	○
2. Many aspects of my life have become linked to my friend (recreational activities, etc.), and I would lose all of this if we were to stop being friends.	○	○	○	○	○	○	○	○	○
3. I feel very involved in our relationship-like I have put a great deal into it.	○	○	○	○	○	○	○	○	○
4. My relationships with other friends and family members would be complicated if my friend and I were to stop being friends (e.g., this friend is friends with people I care about).	○	○	○	○	○	○	○	○	○
5. Compared to other people I know, I have invested a great deal in my relationship with my friend.	○	○	○	○	○	○	○	○	○

(Commitment subscale)									
1. I want our friendship to last for a very long time.	○	○	○	○	○	○	○	○	○
2. I am committed to maintaining my relationship with my friend.	○	○	○	○	○	○	○	○	○

3. I would not feel very upset if our relationship were to end in the near future. ◯ ◯ ◯ ◯ ◯ ◯ ◯ ◯ ◯

4. It is likely that I will not be friends with this person within the next year. ◯ ◯ ◯ ◯ ◯ ◯ ◯ ◯ ◯

5. I feel very attached to our relationship-very strongly linked to my friend. ◯ ◯ ◯ ◯ ◯ ◯ ◯ ◯ ◯

6. I want our friendship to last forever. ◯ ◯ ◯ ◯ ◯ ◯ ◯ ◯ ◯

7. I am oriented toward the long-term future of our friendship (for example, I imagine being friends several years from now). ◯ ◯ ◯ ◯ ◯ ◯ ◯ ◯ ◯

Need for Cognition

For each of the statements below, please indicate to what extent the statement is characteristic of you.

	Extremely unlike me		Uncertain		Extremely like me
1. I would prefer complex to simple problems.	○	○	○	○	○
2. I like to have the responsibility of handling a situation that requires a lot of thinking.	○	○	○	○	○
3. Thinking is not my idea of fun.	○	○	○	○	○
4. I would rather do something that requires little thought than something that is sure to challenge my thinking abilities.	○	○	○	○	○
5. I try to anticipate and avoid situations where there is a likely chance I will have to think in depth about something.	○	○	○	○	○
6. I find satisfaction in deliberating hard for long hours.	○	○	○	○	○
7. I only think as hard as I have to.	○	○	○	○	○
8. I prefer to think about small, daily projects to long-term ones.	○	○	○	○	○
9. I like tasks that require little thought once I've learned them.	○	○	○	○	○
10. The idea of relying on thought to make my way to the top appeals to me.	○	○	○	○	○
11. I really enjoy a task that involves coming up with new solutions to problems.	○	○	○	○	○
12. Learning new ways to think doesn't excite me very much.	○	○	○	○	○
13. I prefer my life to be filled with puzzles that I must solve.	○	○	○	○	○
14. The notion of thinking abstractly is appealing to me.	○	○	○	○	○
15. I would prefer a task that is intellectual, difficult, and important to one that is somewhat important but does not require much thought.	○	○	○	○	○
16. I feel relief rather than satisfaction after completing a task that required a lot of mental effort.	○	○	○	○	○
17. It's enough for me that something gets the job done; I don't care how or why it works.	○	○	○	○	○
18. I usually end up deliberating about issues even when they do not affect me personally.	○	○	○	○	○

Attributional Complexity

This questionnaire has been designed to investigate the different ways that people think about themselves and other people. The questionnaire is anonymous, so there is no need to put your name on it. There are no right or wrong answers. We are interested in your own perceptions. Please answer each question as honestly and accurately as you can, but don't spend too much time thinking about each answer.

For each of the items below, please indicate how much you agree with the item:

	Strongly disagree		Neither agree nor disagree			Strongly agree	
1. I don't usually bother to analyze and explain people's behavior.	O	O	O	O	O	O	O
2. Once I have figured out a single cause for a person's behavior I don't usually go any further.	O	O	O	O	O	O	O
3. I believe it is important to analyze and understand our own thinking processes.	O	O	O	O	O	O	O
4. I think a lot about the influence that I have on people's behavior.	O	O	O	O	O	O	O
5. I have found that relationships between a person's attitudes, beliefs, and character traits are usually simple and straightforward.	O	O	O	O	O	O	O
6. If I see people behaving in a really strange or unusual manner, I usually put it down to the fact that they are strange or unusual people and don't bother to explain it any further.	O	O	O	O	O	O	O
7. I have thought a lot about the family background and personal history of people who are close to me, in order to understand why they are the sort of people they are.	O	O	O	O	O	O	O
8. I don't enjoy getting into discussions where the causes for people's behavior are being talked about.	O	O	O	O	O	O	O
9. I have found that the causes for people's behavior are usually complex rather than simple.	O	O	O	O	O	O	O
10. I am very interested in understanding how my own thinking works when I make judgments about people or attach causes to their behavior.	O	O	O	O	O	O	O
11. I think very little about the different ways that people influence each other.	O	O	O	O	O	O	O
12. To understand a person's personality/behavior I have found it is important to know how that person's attitudes, beliefs, and character traits fit together.	O	O	O	O	O	O	O
13. When I try to explain other people's behavior I concentrate on the other person and don't worry too	O	O	O	O	O	O	O

much about all the existing external factors that might
be affecting them.

14. I have often found that the basic cause for a person's
behavior is located far back in time.   O O O O O O O

15. I really enjoy analyzing the reasons or causes for
people's behavior.   O O O O O O O

16. I usually find that complicated explanations for people's
behavior are confusing rather than helpful.   O O O O O O O

17. I give little thought to how my thinking works in the
process of understanding or explaining people's
behavior.   O O O O O O O

18. I think very little about the influence that other people
have on my behavior.   O O O O O O O

19. I have thought a lot about the way that different parts of
my personality influence other parts (e.g., beliefs
affecting attitudes or attitudes affecting character traits).   O O O O O O O

20. I think a lot about the influence that society has on other
people.   O O O O O O O

21. When I analyze a person's behavior I often find the
causes form a chain that goes back in time, sometimes
for years.   O O O O O O O

22. I am not really curious about human behavior.   O O O O O O O

23. I prefer simple rather than complex explanations for
people's behavior.   O O O O O O O

24. When the reasons I give for my own behavior are
different from someone else's, this often makes me
think about the thinking processes that lead to my
explanations.   O O O O O O O

25. I believe that to understand a person you need to
understand the people who that person has close contact   O O O O O O O
with.

26. I tend to take people's behavior at face value and not
worry about the inner causes for their behavior (e.g.,   O O O O O O O
attitudes, beliefs, etc.).

27. I think a lot about the influence that society has on my
behavior and personality.   O O O O O O O

28. I have thought very little about my own family
background and personal history in order to understand   O O O O O O O
why I am the sort of person I am.

Note: Items 1, 2, 5, 6, 8, 11, 13, 16, 17, 18, 22, 23, 26 and 28 are reverse-scored

Brief Self-Control Measure

Using the scale provided, please indicate how much each of the following statements is like you.

	Not at all like me				Very much like me
1. I am good at resisting temptation.	O	O	O	O	O
2. I have a hard time breaking habits.	O	O	O	O	O
3. I am lazy.	O	O	O	O	O
4. I say inappropriate things.	O	O	O	O	O
5. I do certain things that are bad for me, if they are fun.	O	O	O	O	O
6. I refuse things that are bad for me.	O	O	O	O	O
7. I wish I had more self-discipline.	O	O	O	O	O
8. People would say that I have iron self- discipline.	O	O	O	O	O
9. Pleasure and fun sometimes keep me from getting work done.	O	O	O	O	O
10. I have trouble concentrating.	O	O	O	O	O
11. I am able to work effectively toward long-term goals.	O	O	O	O	O
12. Sometimes I can't stop myself from doing something, even if I know it is wrong.	O	O	O	O	O
13. I often act without thinking through all the alternatives.	O	O	O	O	O

Note: Items 2, 3, 4, 5, 7, 9, 10, 12 and 13 are reverse-scored

Appendix E - Adapted TPQ for Study 2

If-Then Trigger Profile Questionnaire (Adapted)

Instructions:

In the following questionnaire we will be looking at a number of types of interpersonal behaviours. We would like to know how often you perform each of these behaviours in general and around your friend specifically. If your behaviour does not change depending on whether your friend is around or not please rate both questions with the same rating. For each of the following behaviour descriptions, please rate the following questions:

	Almost Never		Some of the time		Almost Always
How often do you perform this behaviour in general?	O	O	O	O	O
How often to you perform this behaviour around your friend specifically?	O	O	O	O	O
How often does your friend perform this behaviour in general?	O	O	O	O	O
How often does your friend perform this behaviour around you specifically?	O	O	O	O	O

We all get bothered by other people from time to time. However, the specific behaviours that bother us vary from person to person. We call the interpersonal behaviours that really bother you your "triggers". Triggers immediately set off strong negative emotions inside of you such as anger, irritation, or anxiety, as a reaction to another person's behaviour, but may or may not result in you doing anything about these emotions.

In the following questionnaire we will be looking at the same interpersonal behaviours that you saw before. Each of these behaviours will trigger some people more than others. We would like to know how much each of these types of behaviour triggers you, and how much it triggers your friend. For each of the following behaviour descriptions, please rate the following questions:

	Not at all		Moderately		Very Much
How much does this behaviour trigger you?	O	O	O	O	O
How much does this behaviour trigger your friend?	O	O	O	O	O

Note: For the second round through the TPQ, participants saw the original items, not the adapted ones.

Social Behaviour (in general)

Stubbornness
When you are not willing to compromise or cooperate with others. When you insist on getting your way. When you stubbornly refuse to bend or be flexible.

Social Timidity
When you are being too shy and not contributing to a group discussion. When you are uncomfortable voicing an opinion or hesitant to share an idea. When you keep quiet and won't speak up.

Poor Manners
When you chew with your mouth open. When you don't excuse yourself after a cough or burp. When you sneeze and don't cover your mouth.

Self-Sacrifice
When you look out for others at the cost of looking out for yourself. When you let others take advantage of you. When you put others before yourself to the point that your own needs and desires are not being met.

Conflict Seeking
When you start an unnecessary conflict. When you disagree with another person just to start an argument. When you purposefully provoke another person.

Undue-Attention Seeking
When you do something just to get attention. When you are unnecessarily loud and obnoxious. When you behave in a way that is needlessly attention seeking.

Dishonesty
When you lie and exaggerate the truth. When you don't tell the entire truth or only tell half-truths. When you are dishonest.

Self-Importance
When you act as though you are better than others, and deserve special treatment. When you seem to think you are entitled to more than everyone else. When you act arrogant and look down on others.

Insincerity
When you act fake. When you flatter others to get ahead. When you tell people what they want to hear. When you act differently with different people, and aren't true to your own personality.

Mistreatment of Others
When you mistreat another person. When you do not treat another person with respect. When you are rude or unkind to another person.

Forgiveness
When you forgive a person who doesn't deserve leniency. When you give someone who has already had many second chances another one. When you seem blind to another person's faults.

Judging
When you judge and criticize others. When you easily find faults in others. When you point out the negatives in other people.

Mistrust/Suspicion
When you don't trust others with information. When you are suspicious of other people's intentions. When you are very secretive and mistrusting.

Self-Effacement
When you won't accept credit for your good work. When you are very modest and diminish your achievements. When you insist you did a poor job regardless of how you really did.

Approval Seeking
When you acts how you think others want you to act. When you are very concerned with what others will think of you. When you allow what others think dictate how you behave.

Conflict Avoidance
When you avoid conflict by ignoring a problem. When you refuse to confront someone else with an issue. When you avoid necessary conflict and confrontation.

Selfishness
When you act selfishly. When you do what is best for yourself at the cost of others. When you think about your own needs before the needs of others.

Social Boldness
When you charge into a social situation without concern for whether your behaviour is appropriate. When you are bold and uninhibited in a social situation. When you do not hold back or question the appropriateness of your actions in a particular situation.

Divulgence
When you talk publicly about private subject matter. When you reveal personal information about yourself or about others. When you do not treat intimate information with discretion.

Interruption
When you interrupt another person. When you talk over another person. When you don't wait your turn to speak.

Obliviousness
When you are totally unaware of your surroundings. When you have a conversation in the middle of the hallway and don't notice you are in other people's way. When you walk slowly in front of everyone else and block the people behind you.

Complaining
When you bitch and complain. When you whine about a situation. When you grumble and express dissatisfaction.

Lack of Respect for Social Hierarchy
When you act too familiar with someone who is in a higher position than you are. When you do not show respect for your elders. When you treat someone who is superior to you as an equal.

Feigned Knowledge
When you talk as though you are an expert on a topic, when you actually aren't. When you won't admit that you don't know the answer. When you act knowledgeable about something you don't know a lot about.

Relational Behaviour (with me)

Emotional Dependence
When you need someone to pay attention to you.
When you check in with him/her and need
him/her to check in with you regularly. When you
need someone to accompany you places.

Disregard
When you leave someone out of things. When
you ignore him/her. When you don't include
him/her in your plans.

Criticism
When you criticize someone. When you tell
someone he/she is doing something wrong. When
you give someone negative feedback.

Control
When you tell someone what to do. When you
try to control him/her. When you try to exert
authority over him/her.

Emotional Autonomy
When you don't need someone. When you don't
check in with him/her. When you don't pay
attention to him/her. When you don't touch base
regularly. When you do something or go
somewhere without him/her.

Harshness
When you are unnecessarily blunt and harsh with
your comments toward someone. When you use
biting or cutting language with him/her. When
you say nasty things to him/her or use a harsh
tone.

Praise
When you praise someone in person. When you
give him/her glowing feedback in front of others.
When you compliment him/her on something.

Coddling/Babying
When you are over-protective of someone. When
you treat him/her like he/she is too fragile to
handle the truth. When you coddle or baby
him/her.

Rebellion
When you challenge someone's authority. When
you won't to do as he/she says. When you
second-guess his/her decisions.

Clinginess
When you don't give someone his/her space.
When you won't leave him/her alone. When you
have to be right where he/she is. When you
invite yourself to hang out with him/her.

Emotional Behaviour

Anger/Aggression
When you express anger. When you raise your voice and yell. When you lose your temper and act aggressively.

Emotional Over-Expression
When you do not censor your emotions when necessary. When you over-express your feelings, whatever they may be, without regard to the situation you are in. When you do not hold back your emotions when you should.

Moodiness
When you are moody. When you are grumpy for no reason. When you are crabby, sulky or testy.

Soft-Heartedness
When you can't remain emotionally detached in a situation. When you don't separate yourself from the feelings of others. When you get too emotionally involved in a situation.

Impatience
When you are visibly upset when you are made to wait. When you act annoyed and impatient when someone else inconveniences you. When you make a big deal over any delay or interference.

Anxiety/Worry
When you get very anxious over a minor situation. When you allow something small to worry you. When you fret and worry over something unimportant.

Emotional Under-Expression
When you hide what you are really feeling, so others can't tell from the outside what you feel, if anything. When you do not express your emotions in situations when emotional expression is appropriate or expected. When you remain unemotional when emotional expression is called for.

Stress/Tension
When you get very tense and worked up. When you seem stressed out. When you get edgy and flustered.

Hard-Heartedness
When you are unsympathetic to a situation that someone else is in. When you are indifferent to another person's feelings. When you act hard and uncaring toward someone.

Working Behaviour

Lack of Motivation
When you don't put much effort into a project. When you slack off and don't do your fair share of the work. When you don't work hard on something.

Instrumental Dependence
When you ask for help with something you should know how to do. When you seek assistance with something you should be able to do by yourself. When you do not figure something out for yourself.

Incompetence
When you cannot do a job well despite trying. When you just can't get something right. When you do something poorly because you are just not good at it.

Inconsideration of Time
When you show up late. When you cancel plans at the last minute. When you aren't ready on time and make people wait.

Deflection of Responsibility
When you do not admit when you have made a mistake. When you blame others rather than taking responsibility. When you make excuses for your shortcomings.

Failure to Return Contacts
When you don't email someone back. When you don't return someone's phone calls. When you don't respond to messages someone has left you.

Perfectionism
When you are overly focused on making things perfect. When you have unrealistically high standards for yourself or others. When you are too focused on every little detail.

Disorganization
When you do not approach a task in an organized way. When you have a cluttered workspace. When you don't put something back where it belongs.

Monitoring
When you don't trust another person to do things right. When you constantly check up on people. When you watch to make sure someone else is doing it correctly.

Instrumental Independence
When you are not willing to ask for help or advice even when you might need it. When you only rely on yourself and won't let someone else help. When you do something on your own without consulting with others.

Improper Self-Presentation
When you don't present yourself in a professional manner. When you do not put in the effort, or concern yourself with making a good impression. When you do not adhere to social norms for how you should present yourself.

Lack of Initiative
When you do not show initiative on a task, and just stick to exactly what you were asked to do. When you do not act on your own, without being instructed by someone else. When you do not go beyond exactly what you were asked to do.

Procrastination
When you don't get started on a task well in advance. When you finish something just in time, and not a second sooner. When you push something to the very last minute.

Thinking Behaviour

Conventionality
When you are not willing to listen to a new idea or try something new. When you insist something be done the way it has always been done. When you are not open to change.

Emotional Decision Making
When you rely only on your emotions to tell you what to do. When you make a decision emotionally, without using reason. When you don't reach a decision logically and rationally.

Risk-Taking
When you make a risky decision on impulse. When you jump into something without thinking it through. When you don't consider the consequences of your actions.

Optimism
When you do not acknowledge the dark side of a situation. When you are being too optimistic. When you paint a picture brighter than the situation really is.

Shallow Thinking
When you are content with shallow knowledge on a subject. When you don't think deeply about something. When you only have a surface knowledge or interest in a topic.

Over Acceptance
When you treat all ideas as equally valuable. When you are not at all critical of another person's beliefs or ideas even if they are obviously ridiculous. When you are overly accepting of different points of view, and don't take a stand either way.

Political Incorrectness
When you make derogatory jokes. When you use politically incorrect language. When you use words that might be offensive to certain social groups.

Caution
When you can't make a decision unless you have thought of every possible outcome. When you are hesitant to do anything that hasn't been carefully considered. When you avoid doing something that involves risk.

Lack of Seriousness
When you don't take something seriously enough. When you don't seem to recognize the gravity of a situation. When you take something too lightly.

Gullibility
When you don't think critically about information you receive. When you believe what you read or are told without question. When you are easily persuaded to believe something.

Unconventionality
When you want to do something differently, even though the old way worked just fine. When you want to make a lot of changes to the usual way of doing something. When you have to do something differently than everyone else.

Negativity
When you only point out the negatives in something. When you don't look on the bright side of a situation. When you are too negativistic.

Ignorance
When you don't know something that someone thinks you should know. When you lack common knowledge. When you are unaware of something important.

Skepticism
When you are overly skeptical of information that you receive. When you question things that are generally accepted. When you are very hard to convince of something.

Rational Decision Making
When you choose to do something because it makes logical sense, even if your emotions tell your to do the opposite. When you ignore your emotions and make a decision based solely on what is most rational. When you give emotions absolutely no influence in the decision making process, and rely entirely on reason and logic.

Seriousness
When you take something too seriously. When you don't see the humour in something. When you won't lighten up about a situation

Appendix F - Study 2 Break Picture

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