On Predicting Other People Some of the Time: Within- and Cross-Situational Consistency in Behavior

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Preregistration: https://osf.io/gvwbr/

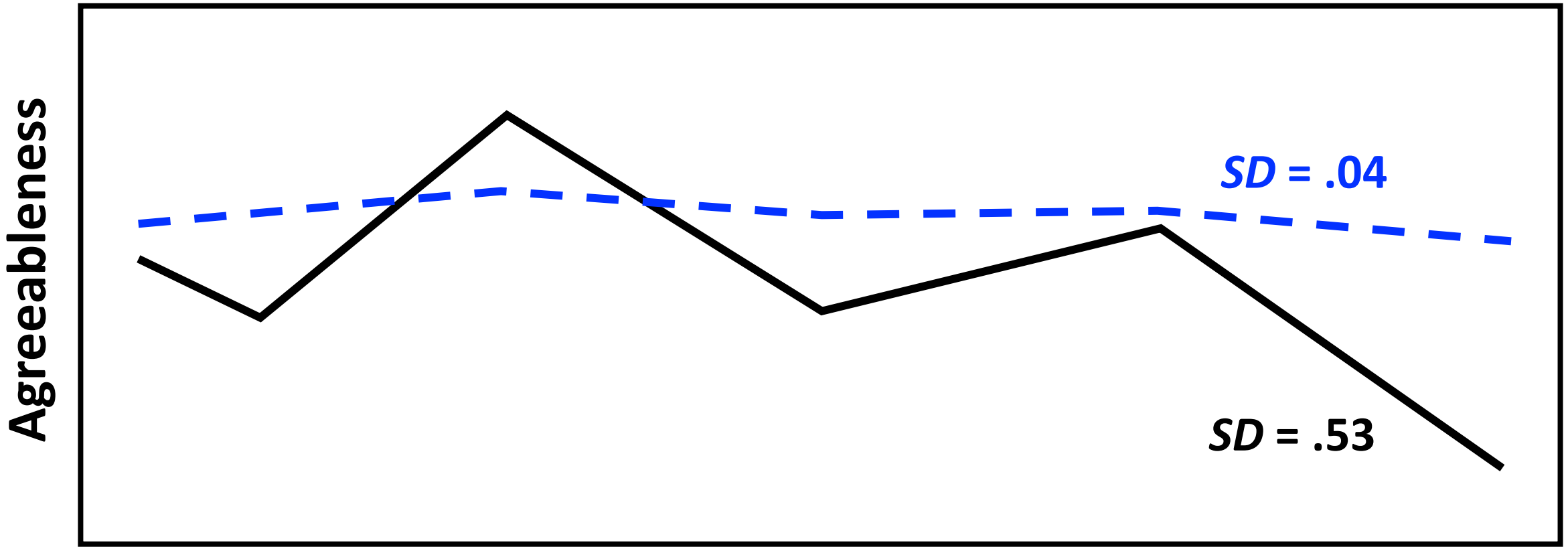
Extraversion | Agreeableness | Conscientiousness | Neuroticism | Openness

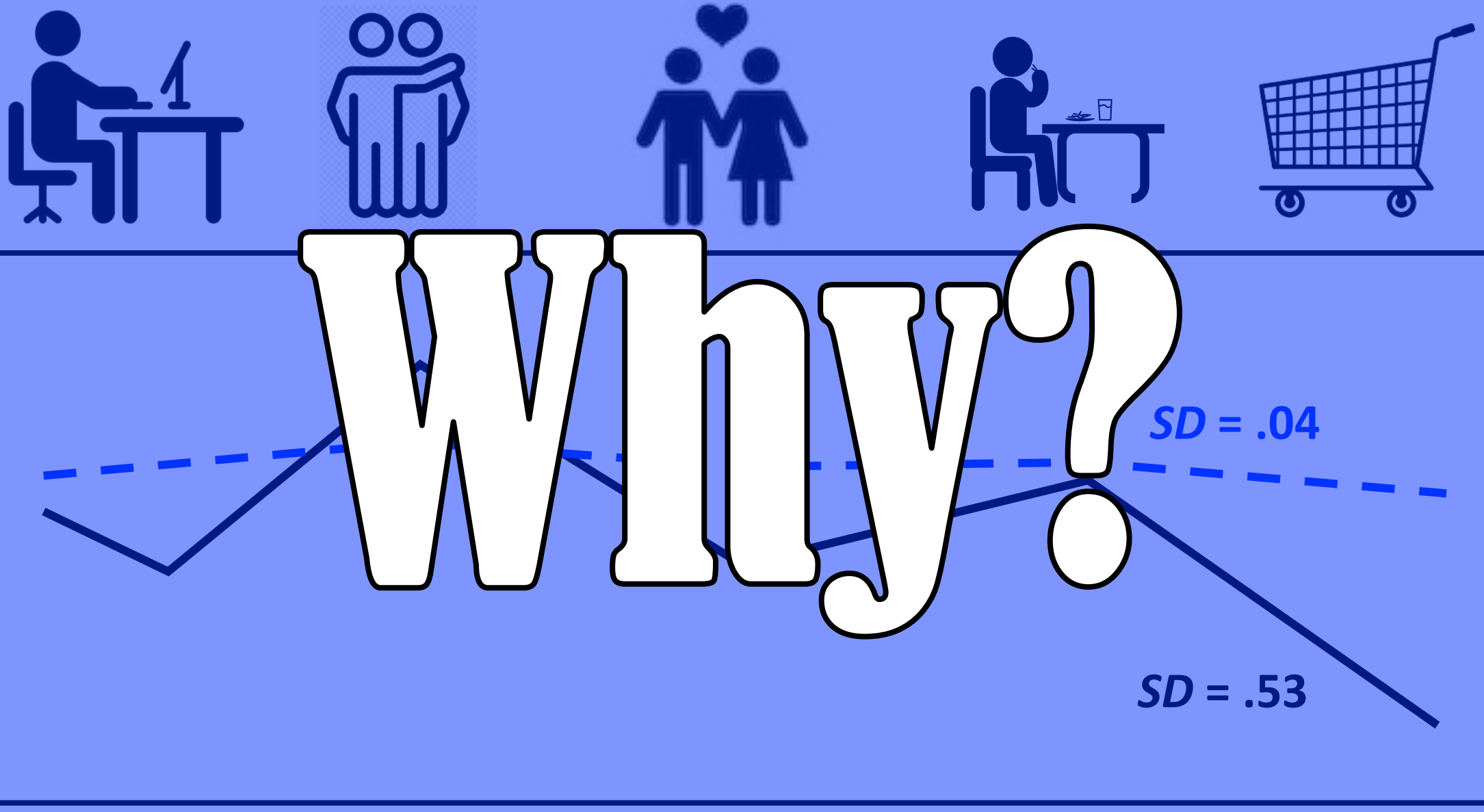
Temporal Stability

***r* = .4 to .6**
Rank-order consistency over *years*

Cross-Situational Consistency

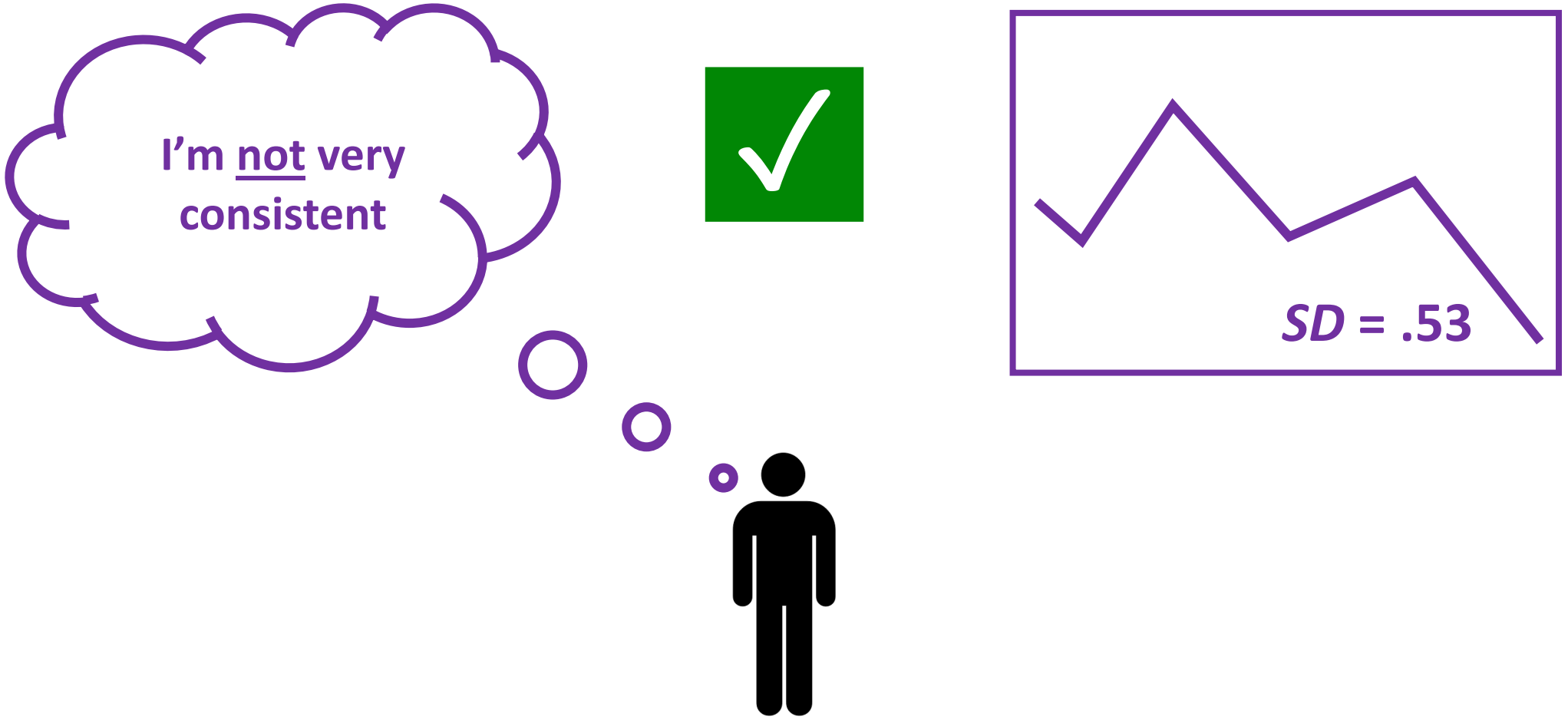
***r* < .3**
Test-retest consistency over *contexts / situations*


Agreeableness
SD = .04
SD = .53


Why?
SD = .04
SD = .53

“Our advice to such an investigator, then, follows directly: Find those people. Separate those individuals who are cross-situationally consistent on the trait dimension and throw the others out, for by definition, only the behavior of consistent individuals can be meaningfully characterized by the investigator's construct; only their behaviors can be partitioned into the equivalence class under investigation” (Bem & Allen, 1974, p. 512).

Cross-Situational Consistency

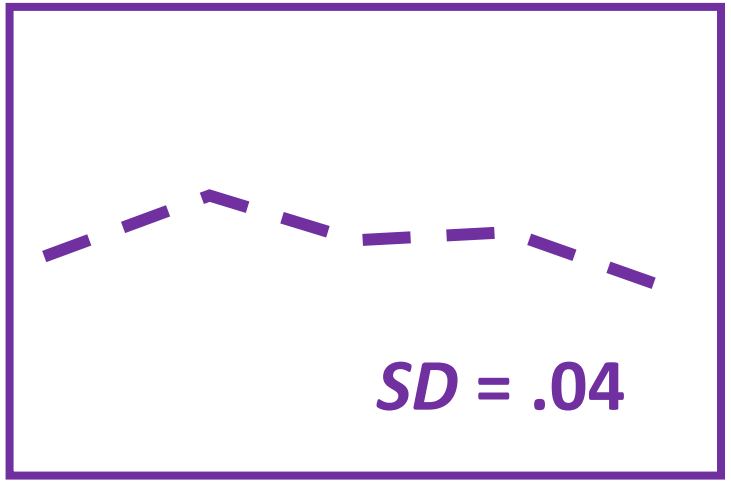


Bem & Allen (1974)

Cross-Situational Consistency

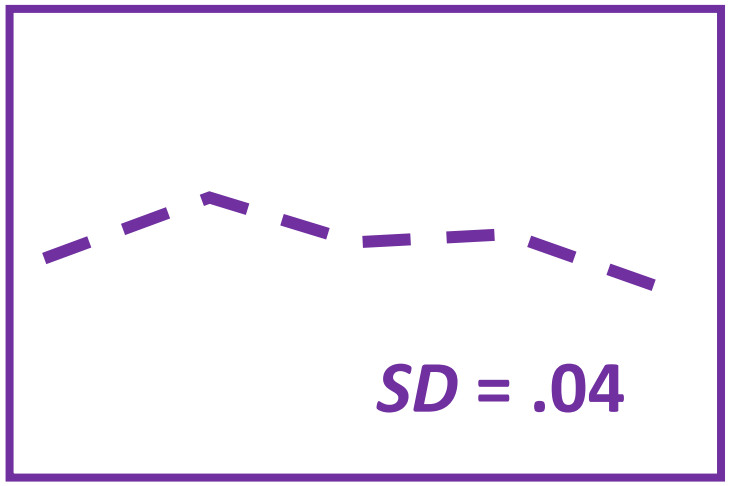
I'm not very consistent

X



Bem & Allen (1974)

Self-Reported Consistency ⟷ **Cross-Situational Consistency**



Bem & Allen (1974)

Cross-Situational Consistency

S-R style inventory

Cross-Situational Behavior Survey

Friendliness
(24 items)

e.g. "When in a store, how likely are you to strike up a conversation with a sales clerk?"

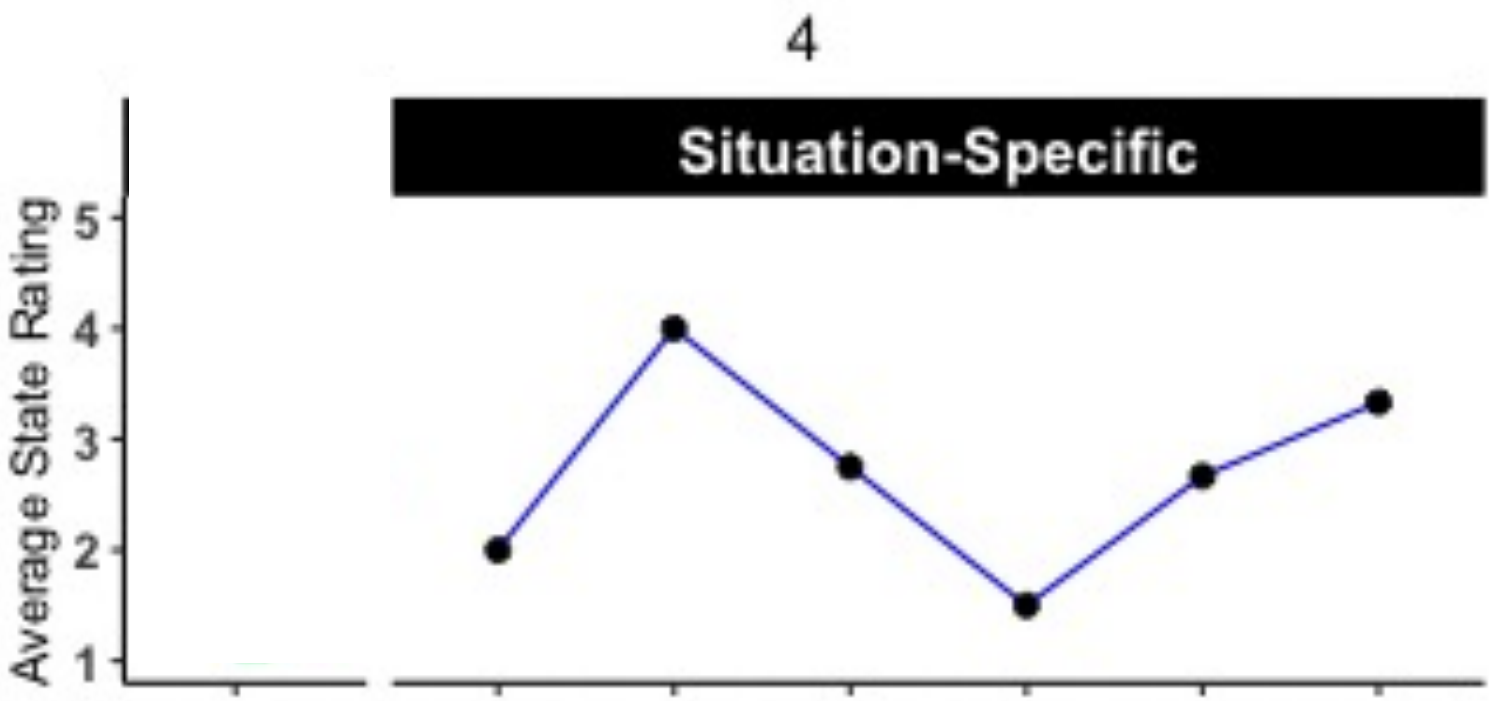
Conscientiousness
(24 items)

e.g. "How carefully do you double-check your term papers for typing or spelling errors?"

Bem & Allen (1974); Chaplin & Goldberg (1984)

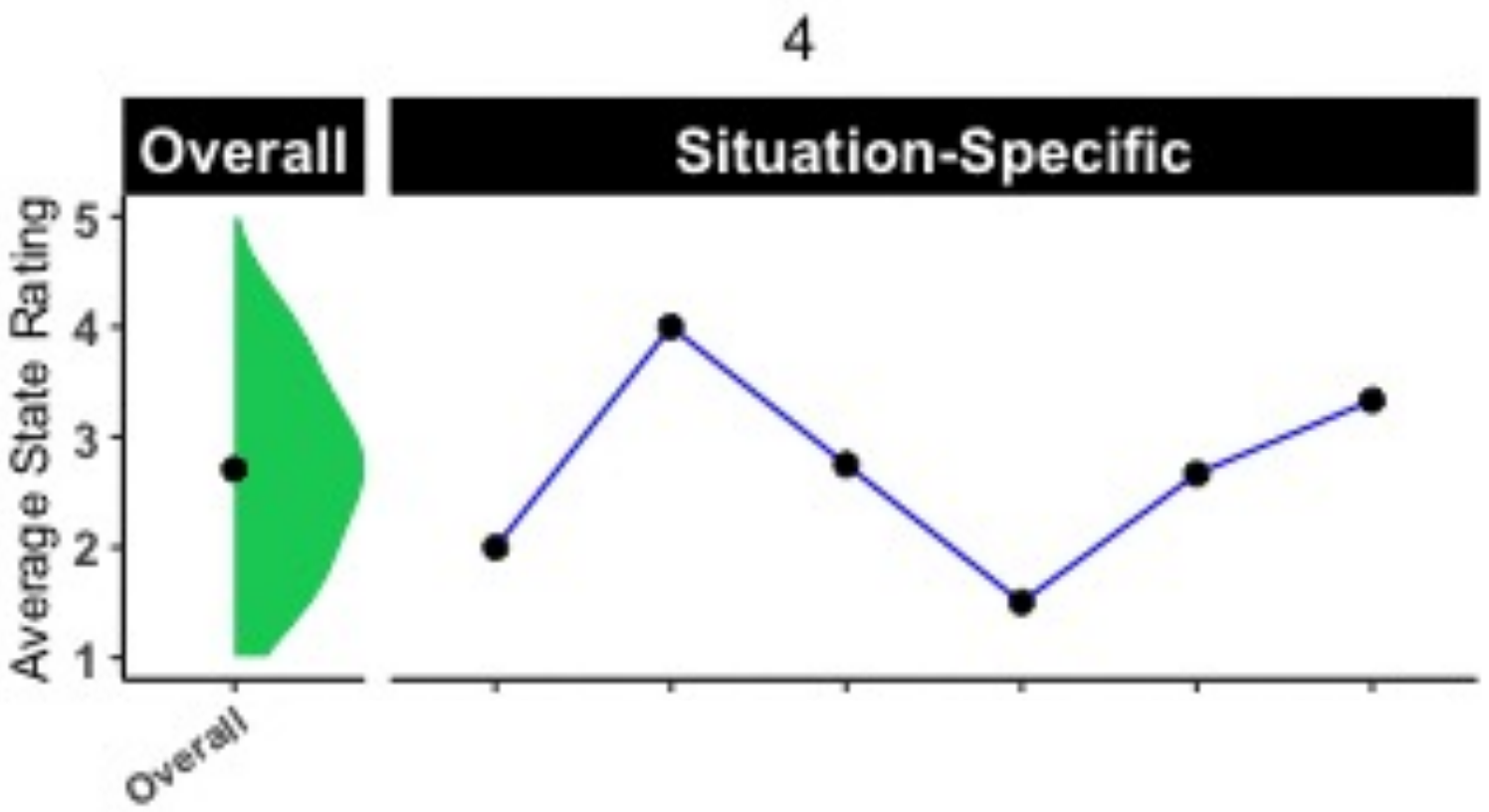
Cross-Situational Consistency

S-R style inventory



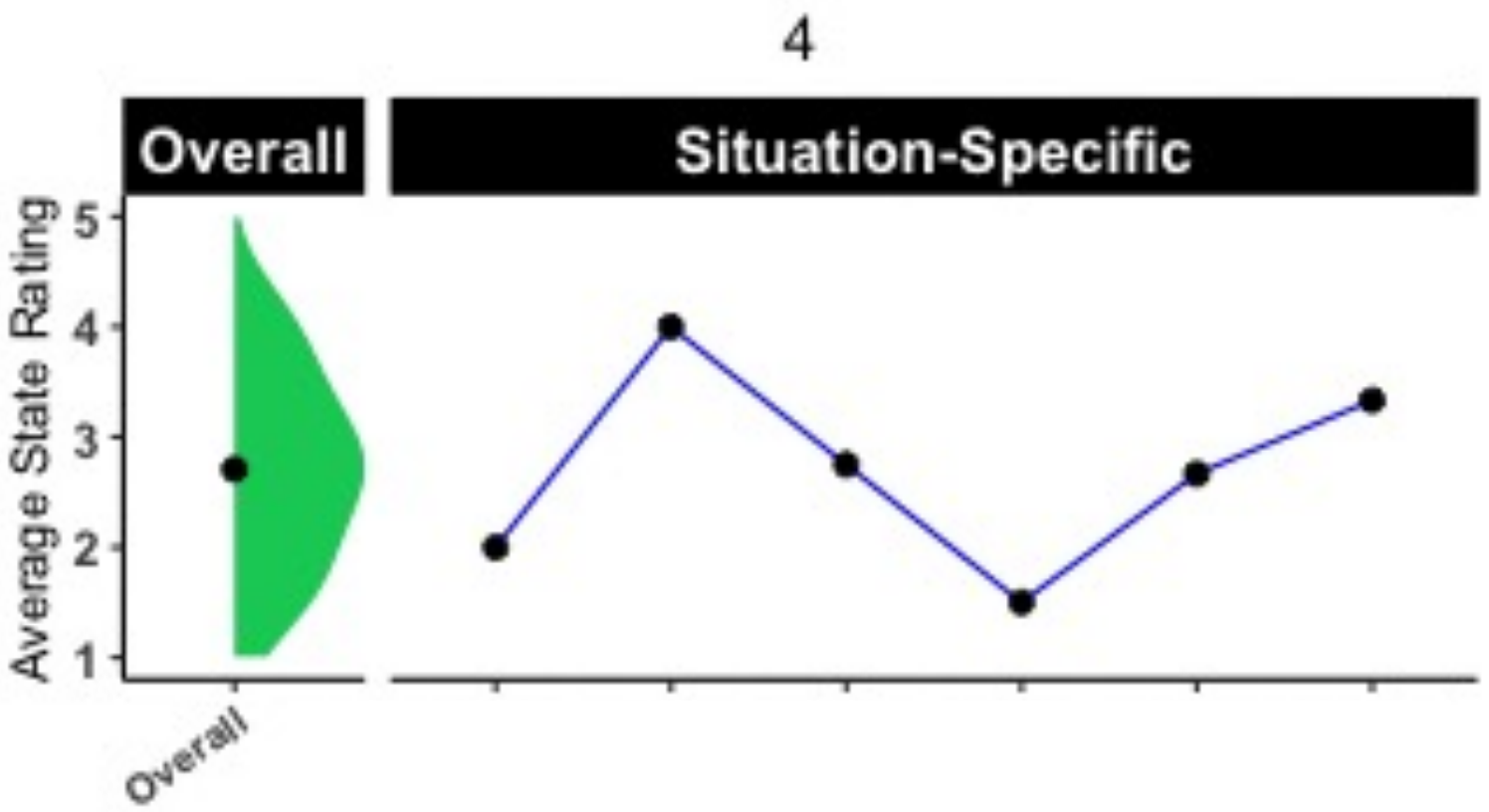
Cross-Situational Consistency

S-R style inventory



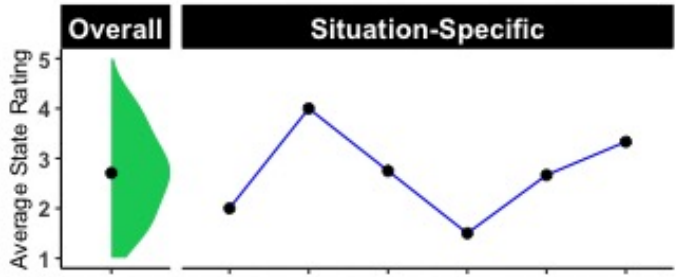
Cross-Situational Consistency

S-R style inventory



Measures of Cross-Situational Consistency

Cross-Situational Consistency



State Consistency

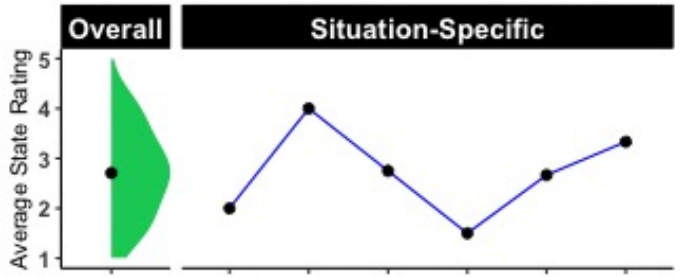
Behavioral Signature Consistency

Measures of Cross-Situational Consistency

Cross-Situational Consistency

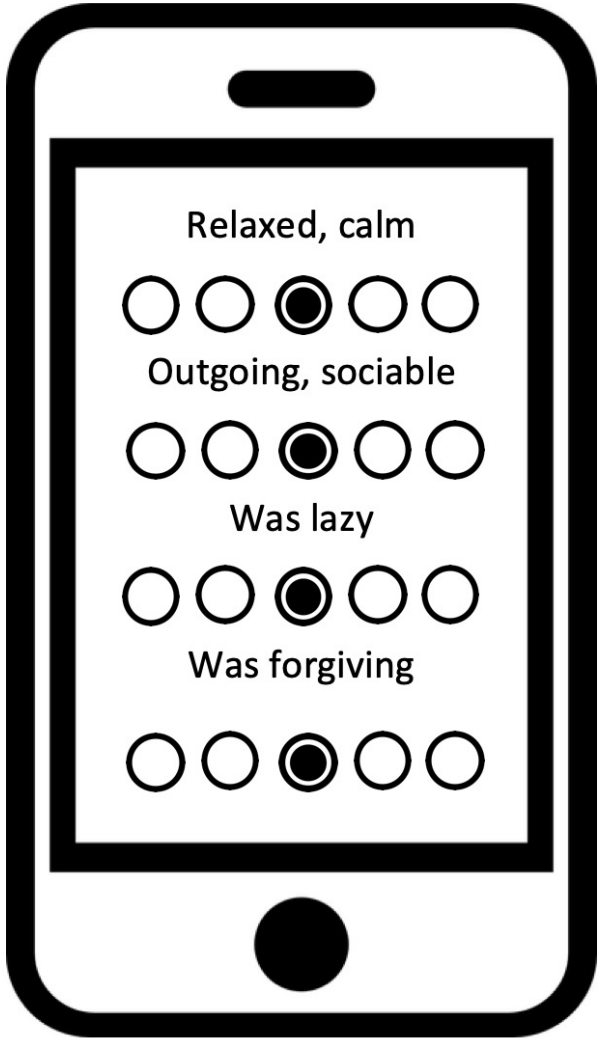
State Consistency

Behavioral Signature Consistency



State Consistency

Experience Sampling Methodology



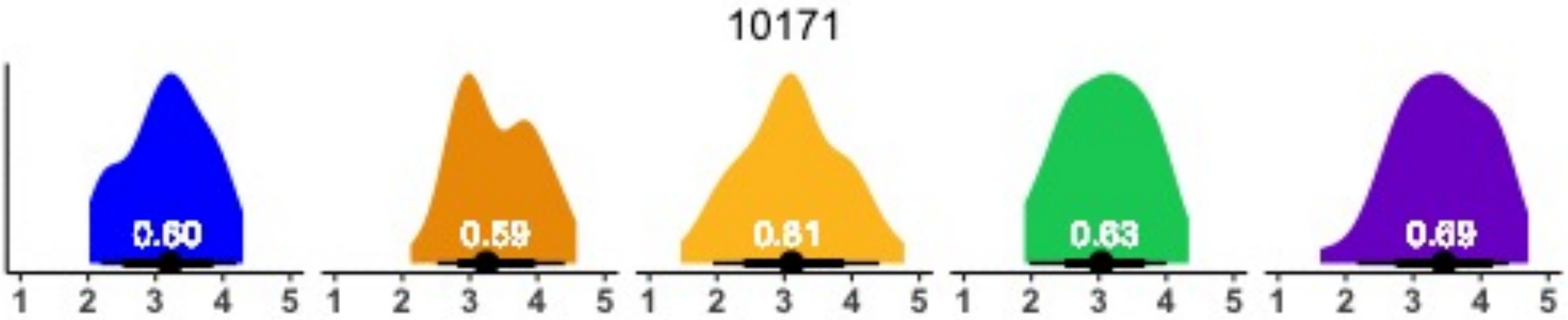
State Consistency

Experience Sampling Methodology

time	E	A	C	N	O
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					

State Consistency

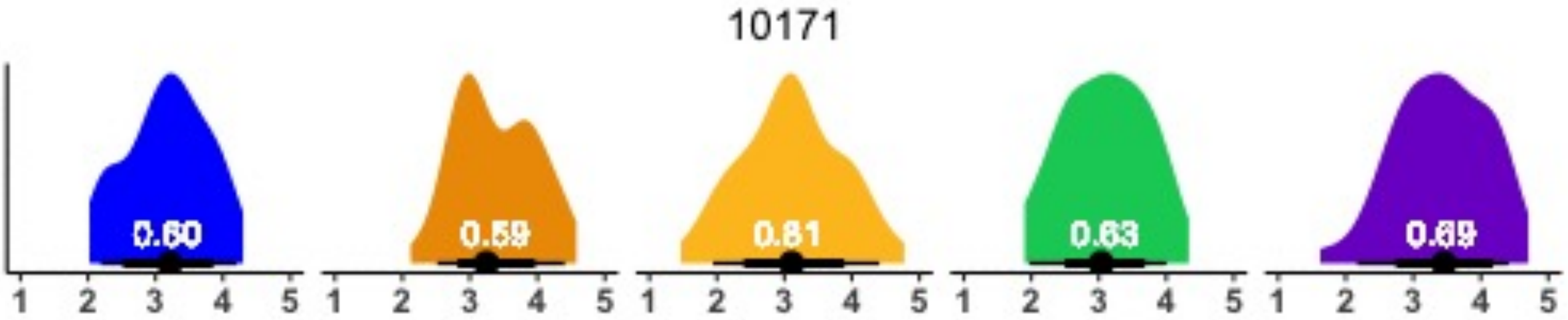
Experience Sampling Methodology



Extraversion | Agreeableness | Conscientiousness | Neuroticism | Openness

State Consistency

Experience Sampling Methodology



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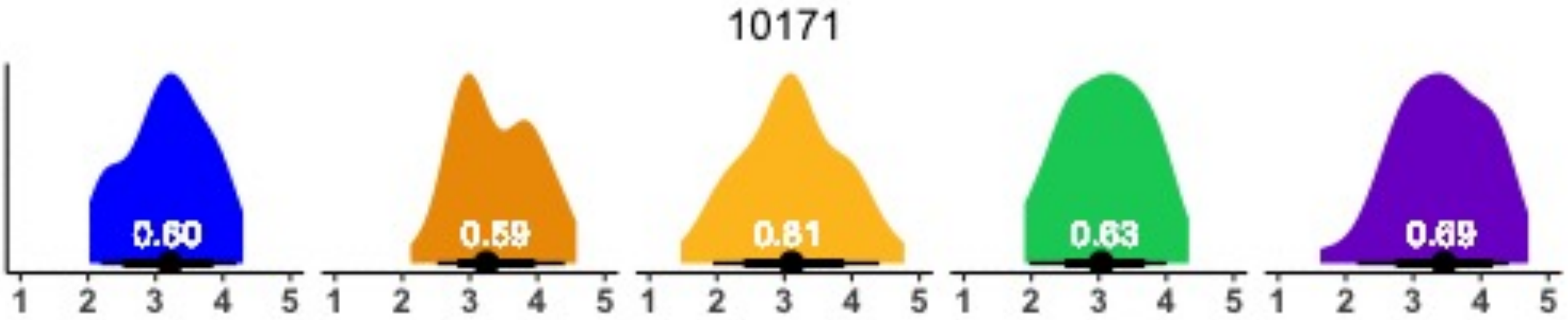

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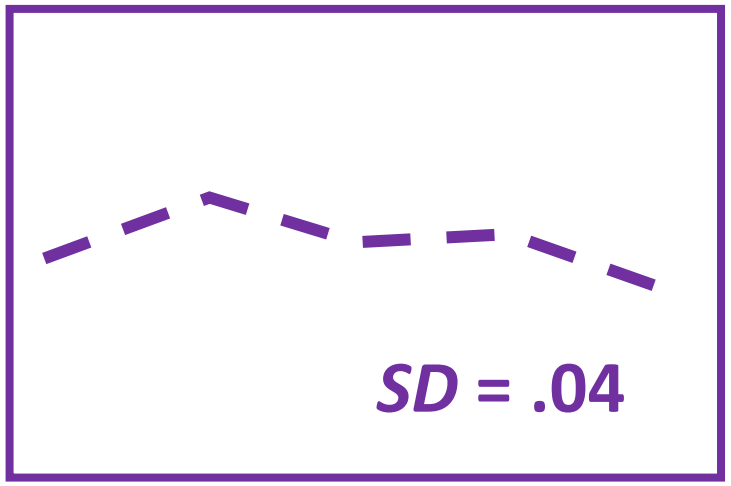
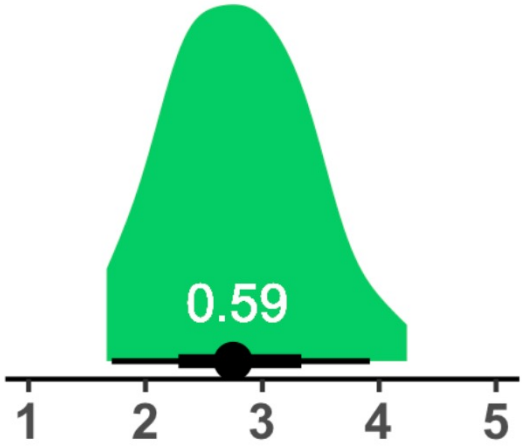
Self-Reported Consistency ⟷ **Cross-Situational Consistency**



Bem & Allen (1974)

Self-Reported Consistency ⟷ **State Consistency**

I'm not very consistent



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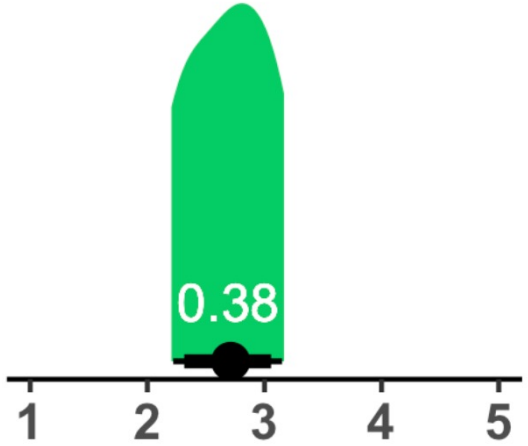
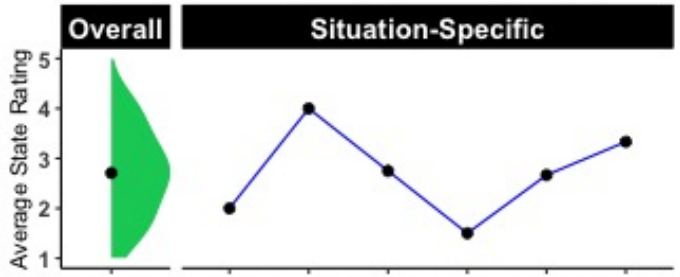
X



Bem & Allen (1974)

Measures of Cross-Situational Consistency

Cross-Situational Consistency



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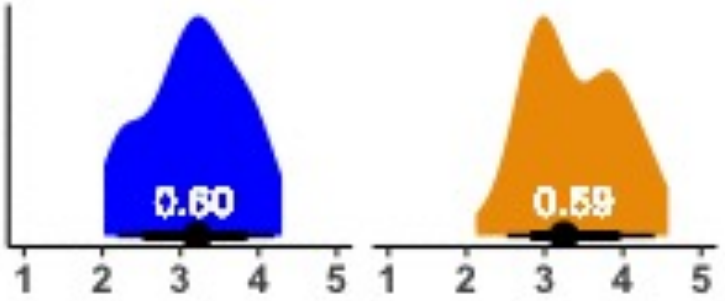

Behavioral Signature Consistency

Measures of Cross-Situational Consistency

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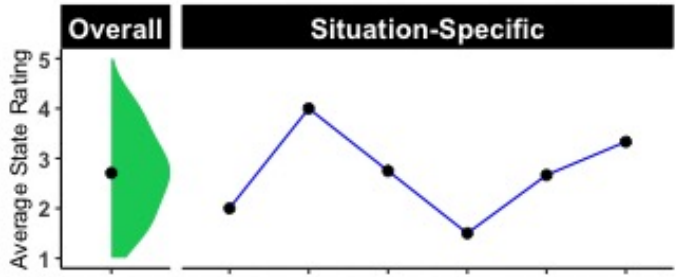

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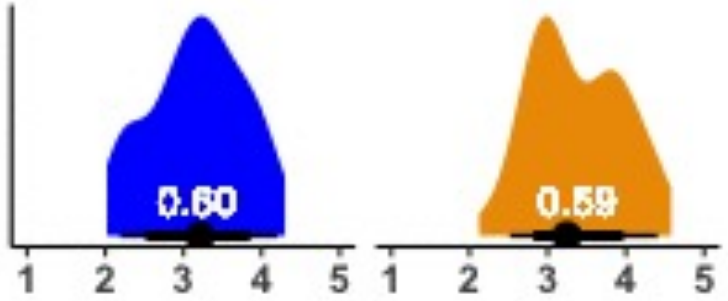
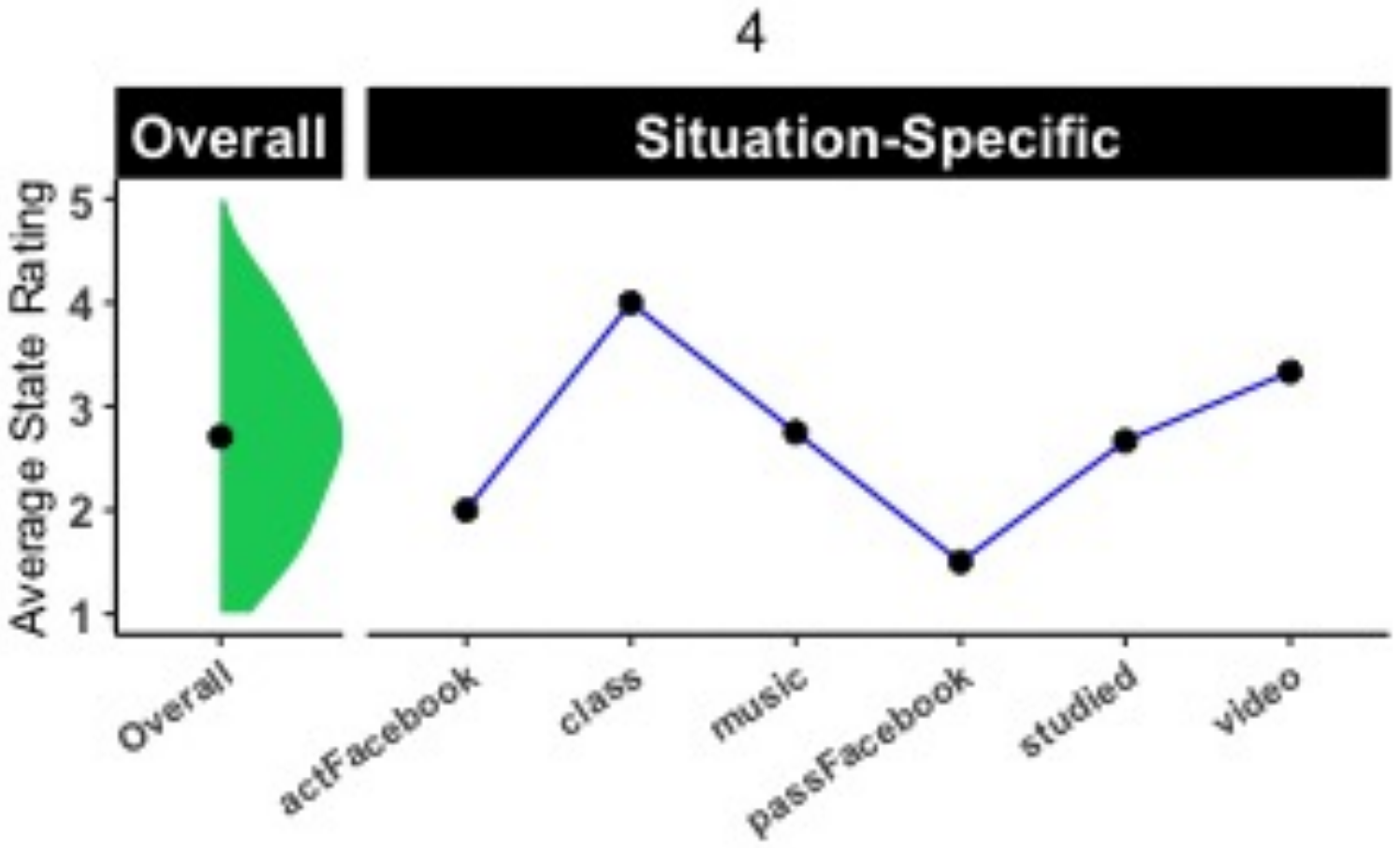


Behavioral Signature Consistency

Behavioral Signature Consistency

Personality as *if…then* contingencies

Wright & Mischel, 1987; Fournier et al., 2003



Behavioral Signature Consistency

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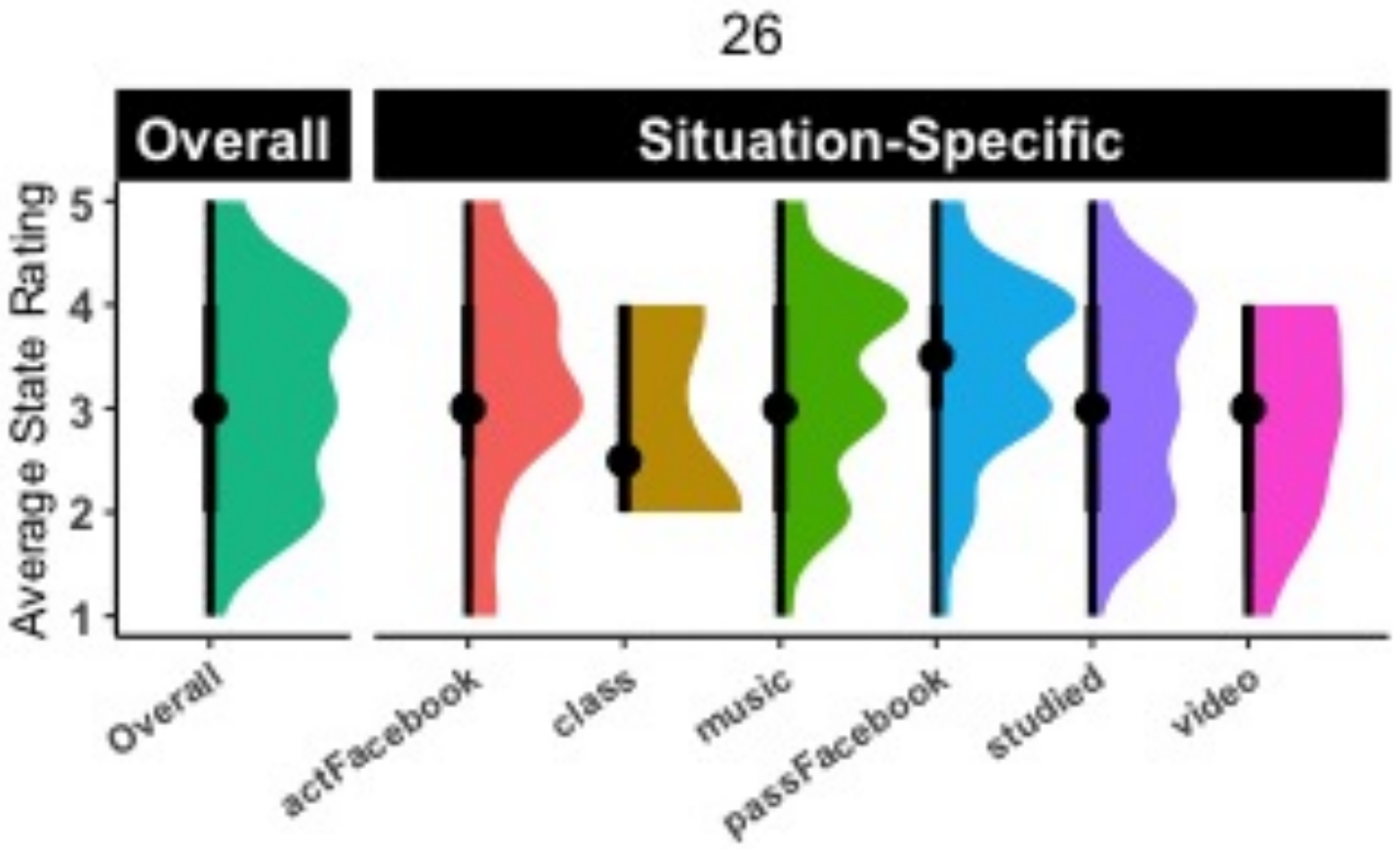

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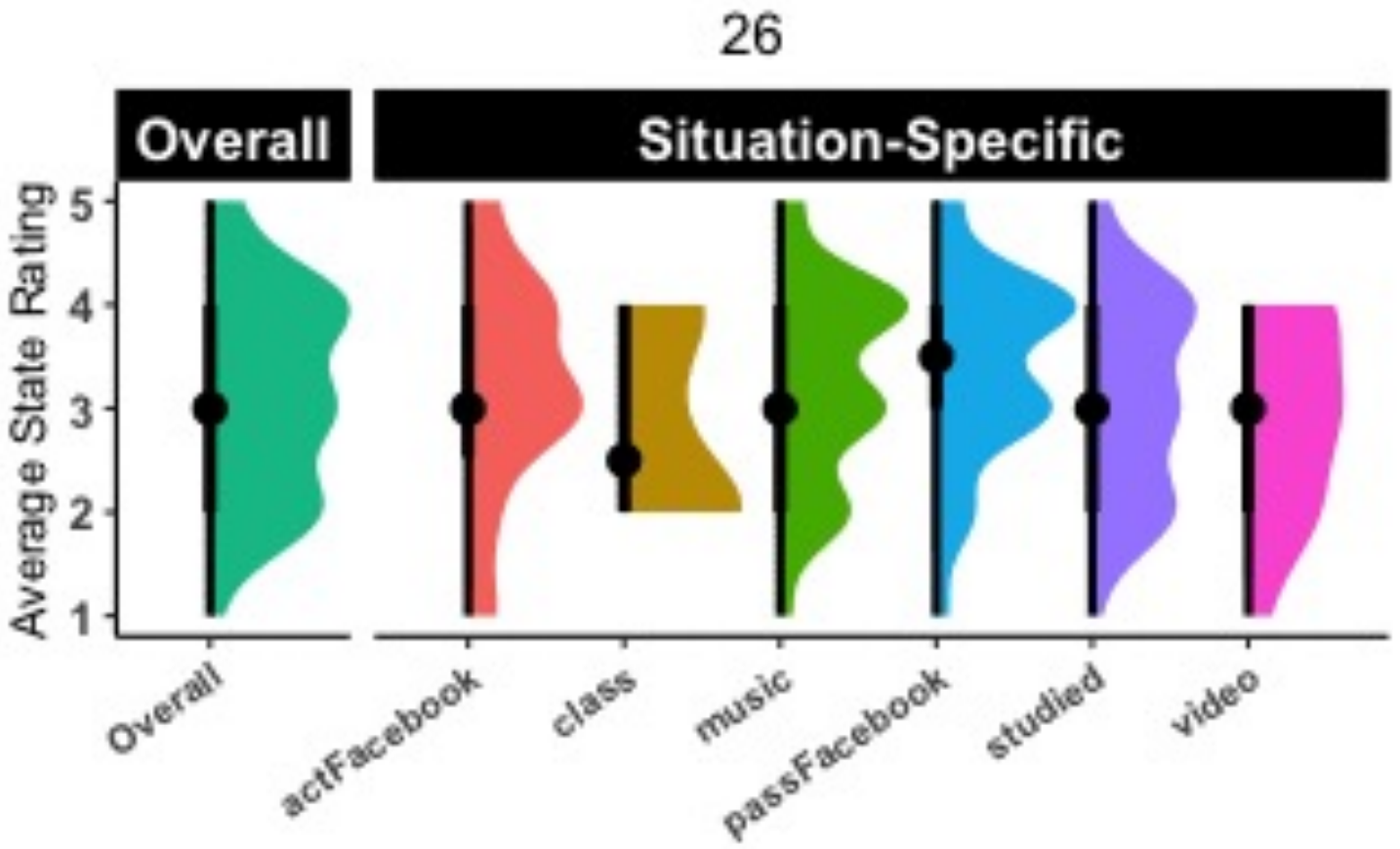

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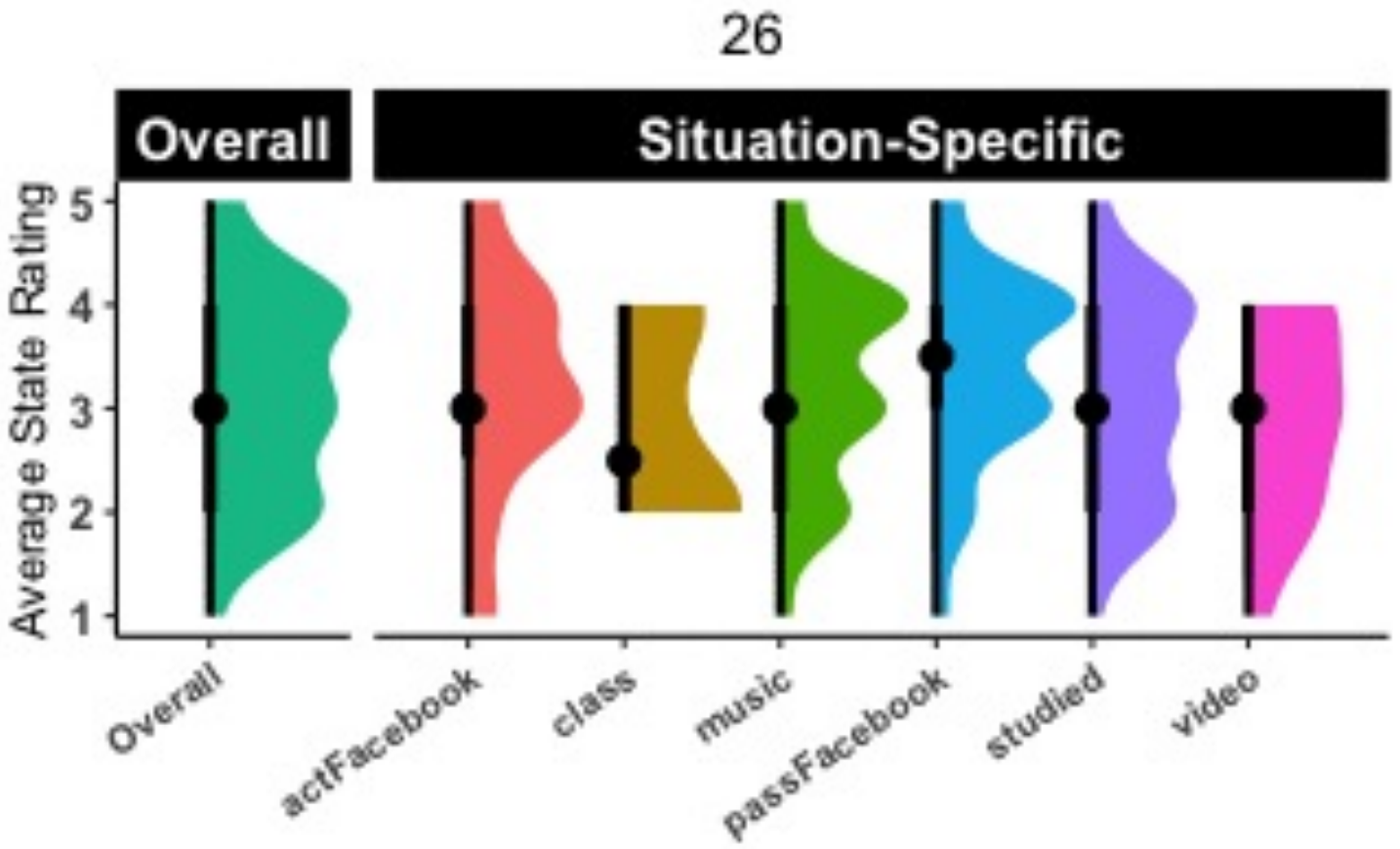
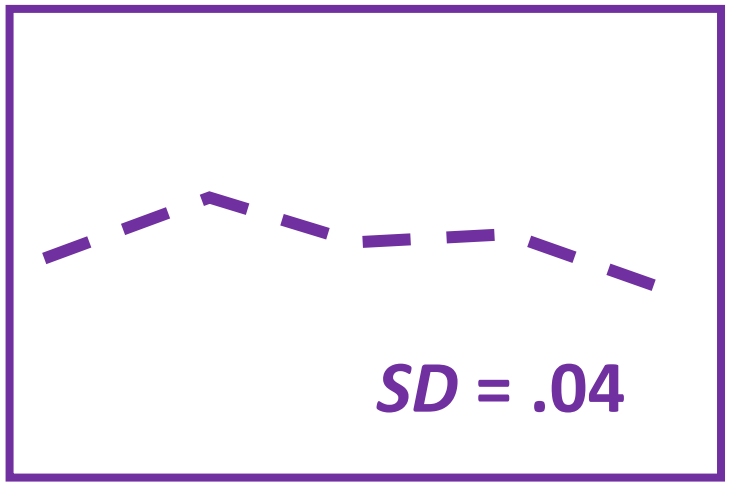


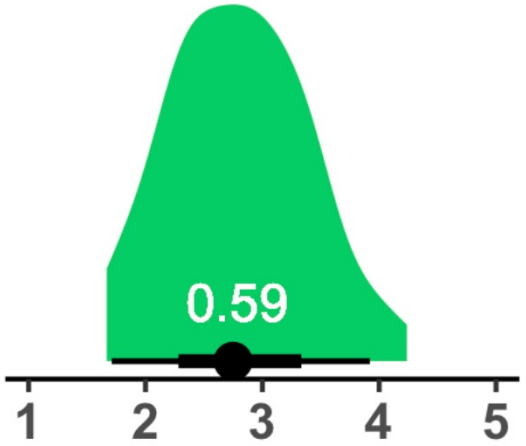
Self-Reported Consistency ⟷ **Cross-Situational Consistency**

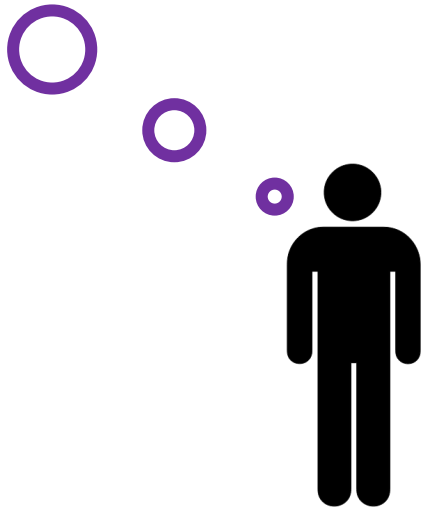


Bem & Allen (1974)

Self-Reported Consistency ⟷ **State Consistency**

I'm not very consistent





Bem & Allen (1974)

Self-Reported Consistency ⟷ **Behavioral Signature Consistency**

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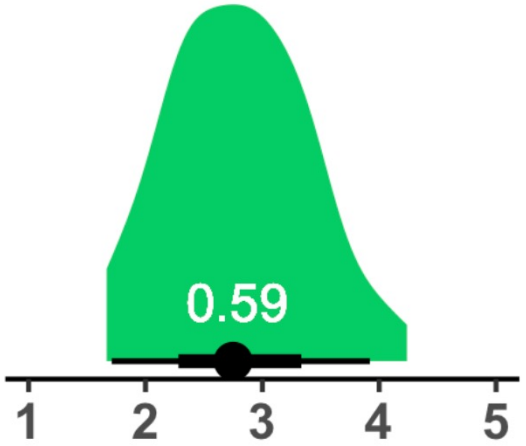
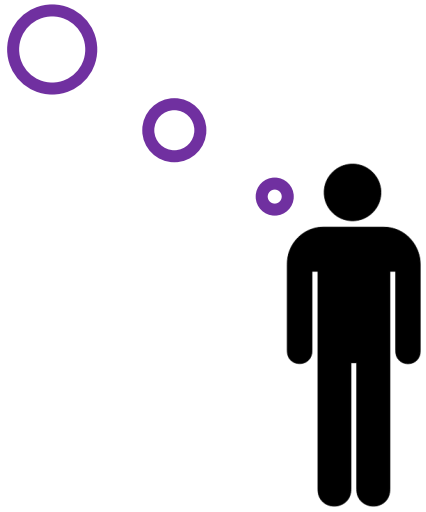
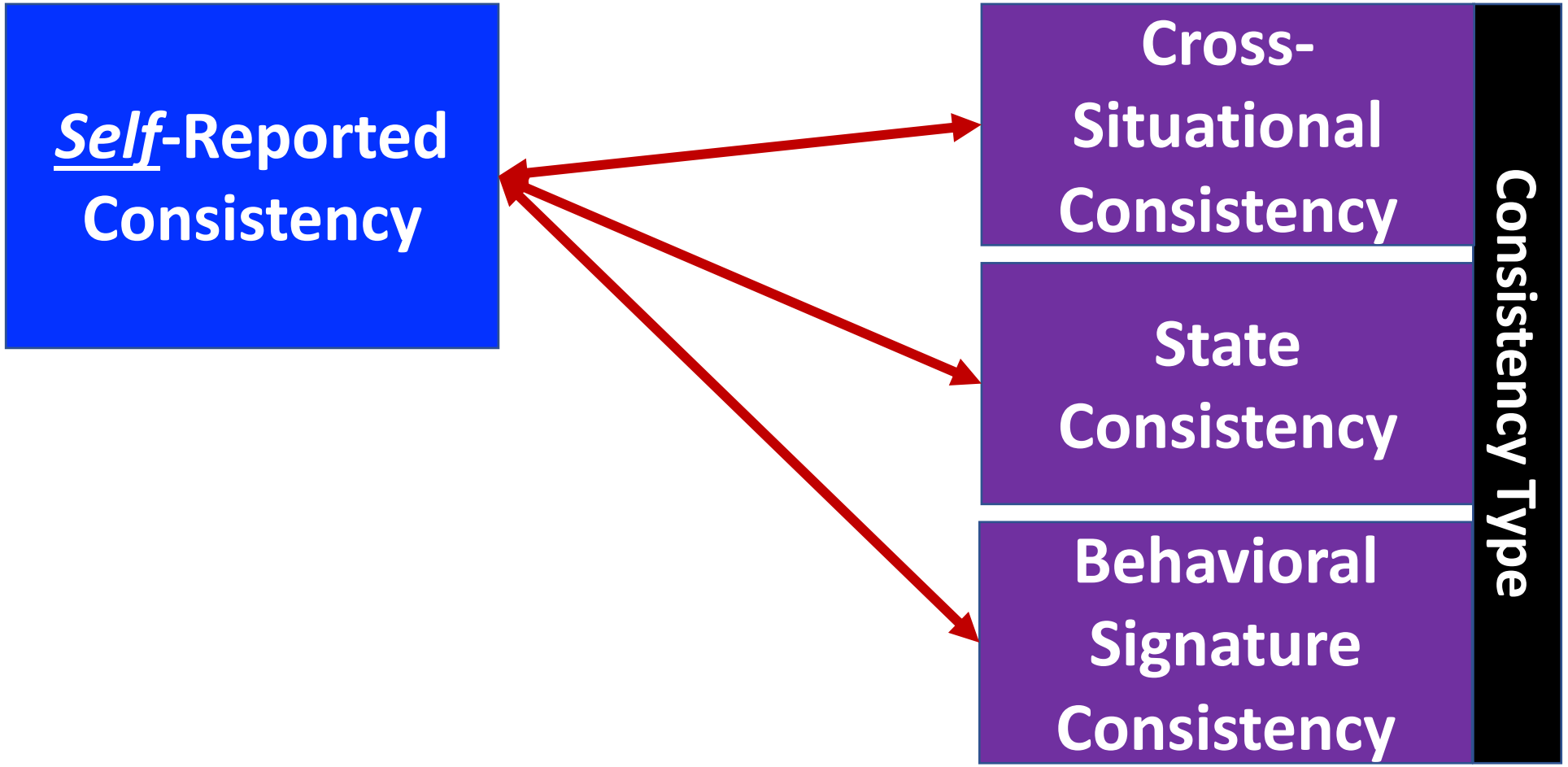




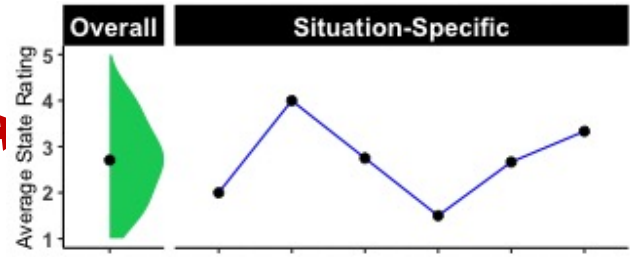
Mischel & Peake (1983)

The Present Study



The Present Study

***Self*-Reported Consistency**



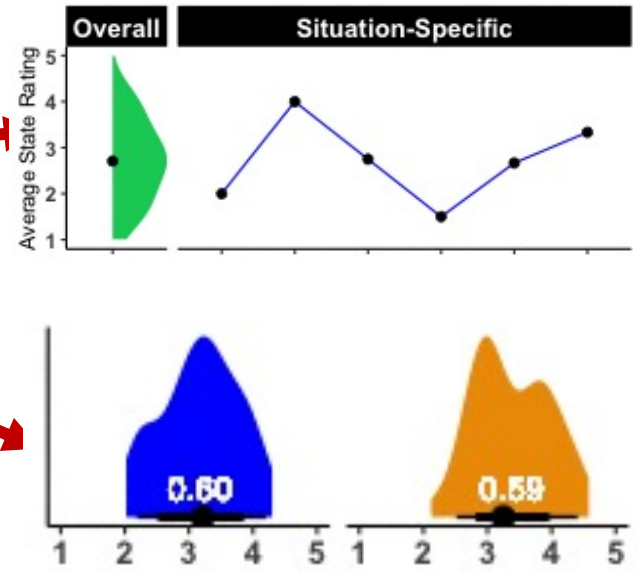
State Consistency

Behavioral Signature Consistency

Consistency Type

The Present Study

***Self*-Reported Consistency**



Behavioral Signature Consistency

Consistency Type

The Present Study

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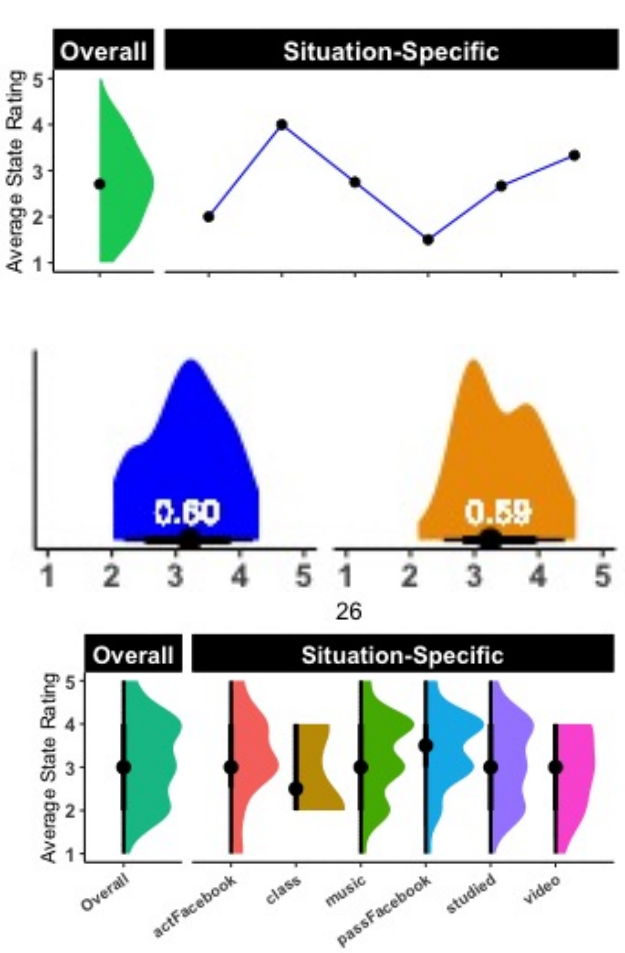


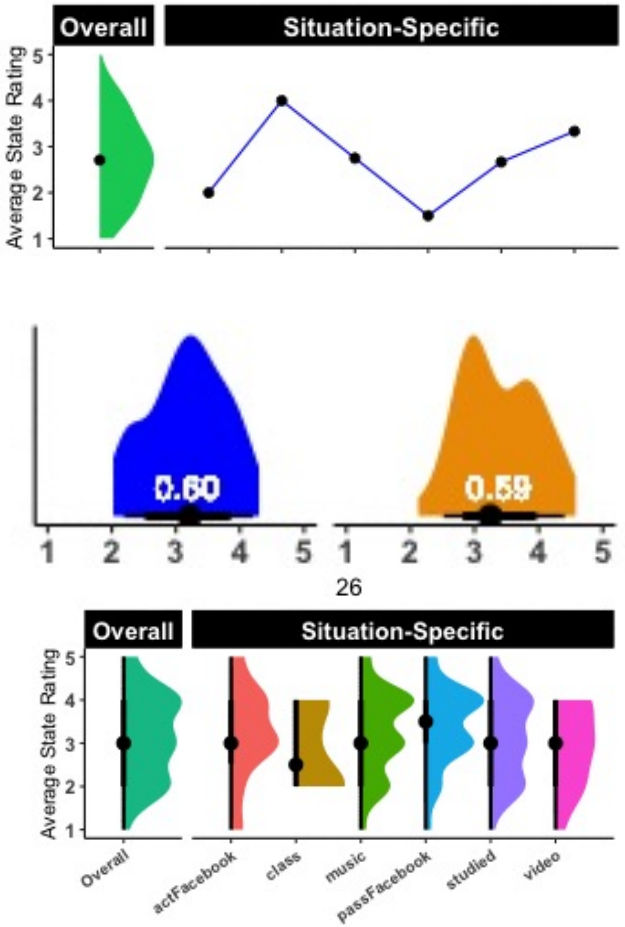
Consistency Type

The Present Study

Source

Self-Reported Consistency

Other-Reported Consistency



Consistency Type

The Present Study

Personality and Interpersonal Roles Study

N = 343 Undergraduates (~17,000 ESM responses)

Experience Sampling Measures

Self/Observer-Reported Consistency

Personality Variables
Extraversion: Outgoing
Agreeableness: Kind
Conscientiousness: Reliable
Neuroticism: Worried
Positive Emotion
Happy
Negative Emotion

The Present Study

Personality and Interpersonal Roles Study

N = 343 Undergraduates (~17,000 ESM responses)

Experience Sampling Measures

"In the last hour…"

Self/Observer-Reported Consistency

"How consistent are you on this item in general?"

Personality Variables
Extraversion: Outgoing
Agreeableness: Kind
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Positive Emotion
Happy
Negative Emotion

The Present Study

Personality and Interpersonal Roles Study

N = 343 Undergraduates (~17,000 ESM responses)

Experience Sampling Measures

Situations Variables

- Class
- Studied
- Stayed Home
- Listened to music
- Actively used Facebook
- Watched a video
- Felt sick
- Passively used Facebook
- Talked on the phone / Skype
- Did something for someone else

Self/Observer-Reported Consistency

Personality Variables

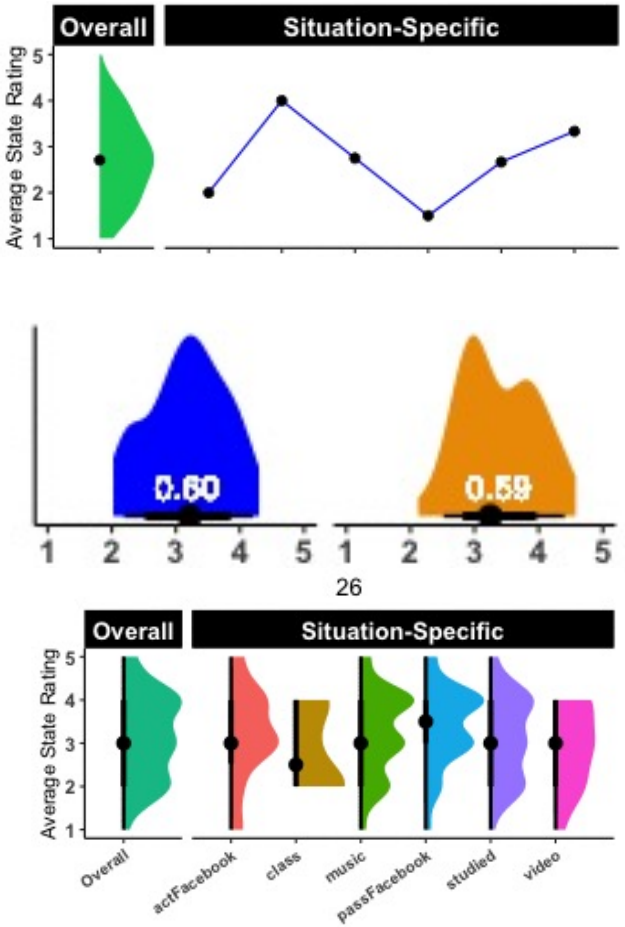
- Extraversion: Outgoing
- Agreeableness: Kind
- Conscientiousness: Reliable
- Neuroticism: Worried
- Positive Emotion
- Happy
- Negative Emotion

The Present Study

Source

Self-Reported Consistency

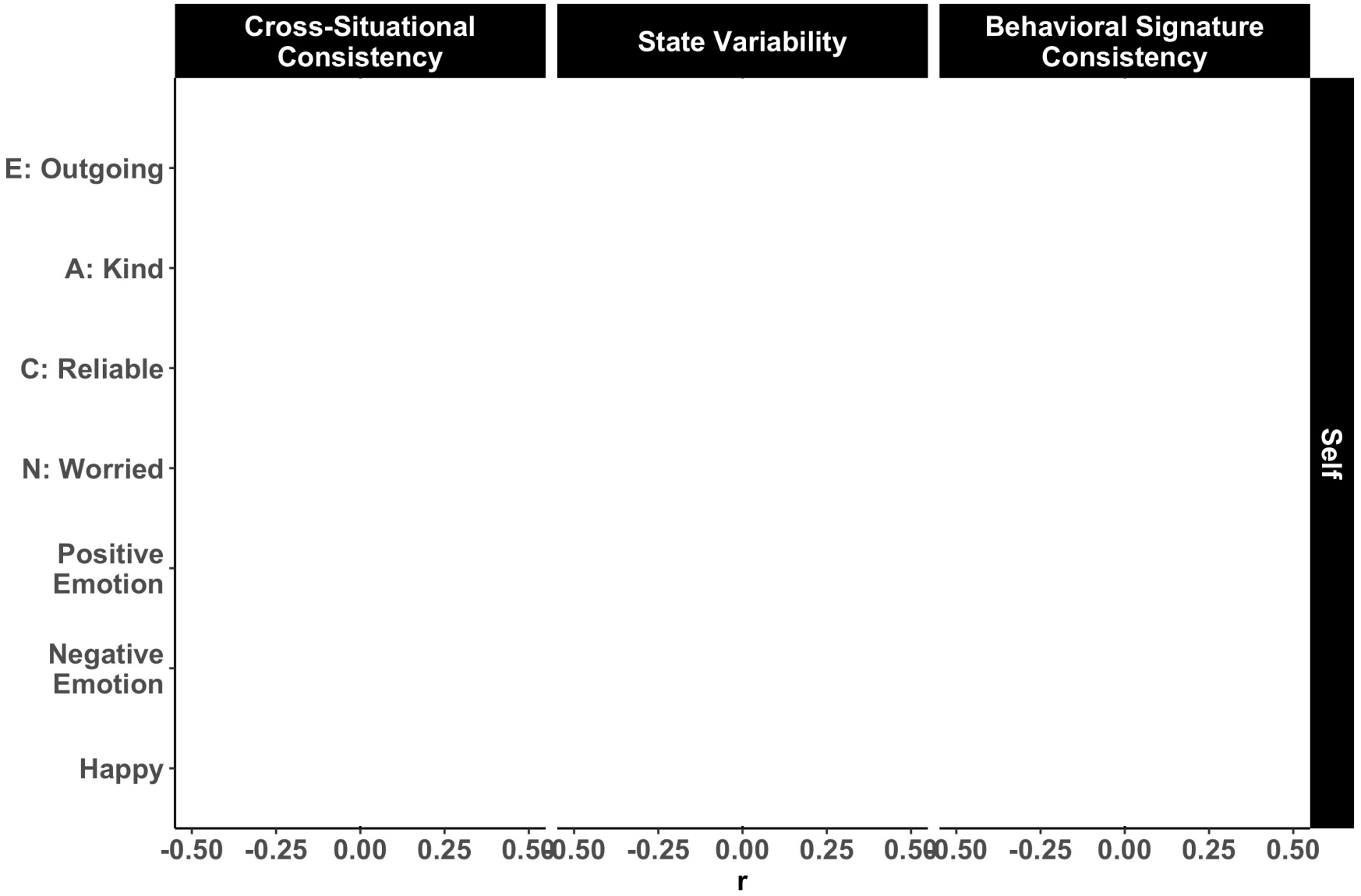
Other-Reported Consistency



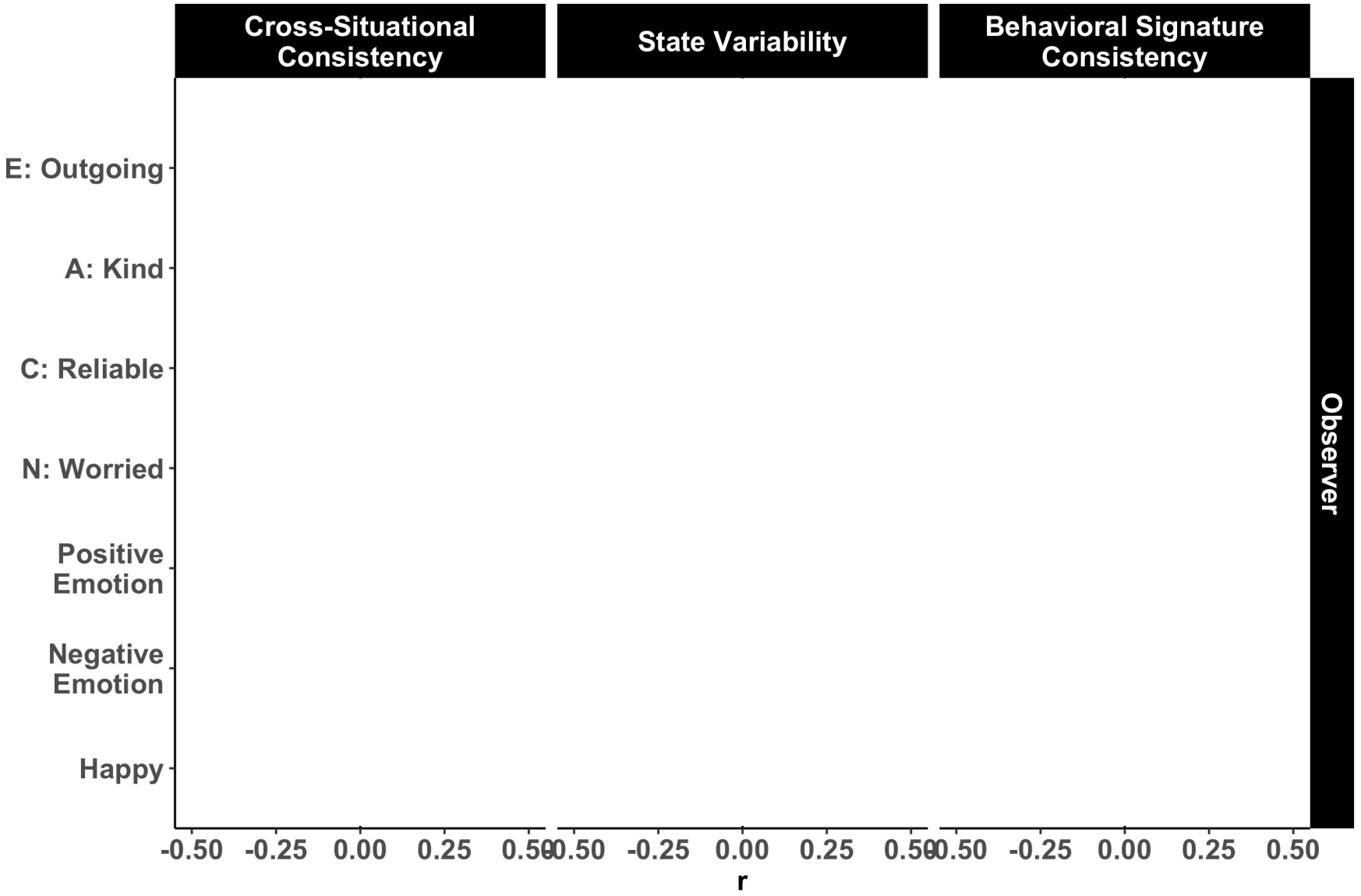
Consistency Type

Results

Self-Reported Consistency



Observer-Reported Consistency

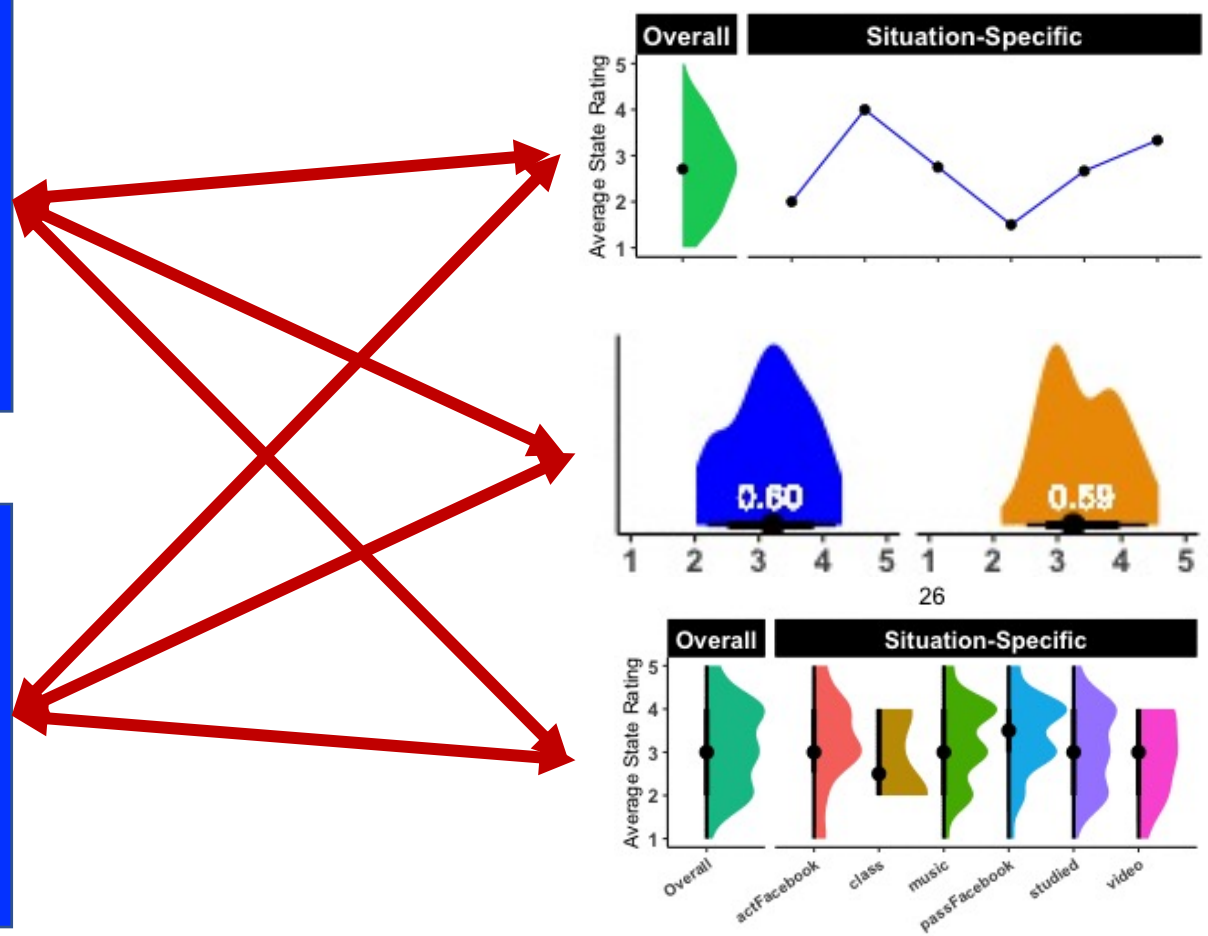


Summary

Source

***Self*-Reported Consistency**

***Other*-Reported Consistency**



Consistency Type

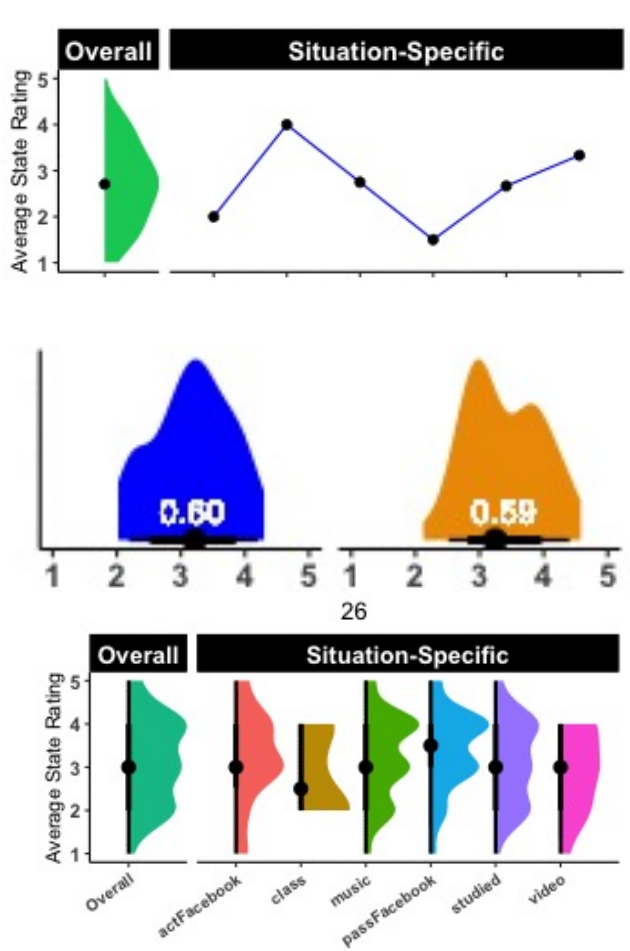
Summary

Source

Self-Reported Consistency

Other-Reported Consistency

X



Consistency Type

Why?

Thank you!

Preregistration:

https://osf.io/gvwbr/

Data & Code:

github.com/emoriebeck/a-priori-consistency

Slides:

pmdlab.wustl.edu/Beck_WAPP_2019.pptx

Results

emoriebeck.github.io/a-priori-consistency