19TH INTERNATIONAL CONFERENCE

REVERSAL THEORY

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JULY 10 - 12, 2019

NEW MEXICO HIGHLANDS UNIVERSITY

LAS VEGAS NEW MEXICO

19th International Reversal Theory Conference

July 10-12, 2019

New Mexico Highlands University

WELCOME FROM THE PRESIDENT OF NEW MEXICO HIGHLANDS UNIVERSITY, LAS VEGAS, NEW MEXICO

Welcome to New Mexico Highlands University and the Nineteenth Reversal Theory Conference. I am so pleased to sponsor this important meeting on our campus.

Though hardly an expert in Reversal Theory (RT), my understanding of RT parallels many of the experiences of HU students. Reversal theory suggests that human beings move from one psychological state to another and the same experience can be perceived very different ways. Likewise, at HU, many of our students have experienced learning activities often accompanied by many challenges and when they come to campus, it is our goal to engage them in learning that is associated with success, achievement, and other positive outcomes. Reversal Theory is relevant at HU!

I know your time is limited, but I do hope you have an opportunity to explore the many sights of Las Vegas, NM. Our city has two historically important Harvey Hotels---the Plaza and the newly opened Castaneda. The city is filled with interesting architectural structures. Many films and television shows have been shot here and many visitors look for those set locations and then screen the films back home while recalling their own time in the "Real Las Vegas". The United World College and the famous Hot Springs are only a few miles from town. Las Vegas even has a small, but vibrant nightlife and I encourage you to check it out. And, of course, the food of Northern New Mexico is abundant here. Be prepared to respond to the question, "Red or green…or possibly my personal favorite, "Christmas" (both red and green on the same dish)."

Again, I thank you for meeting in Las Vegas and on our campus. I also want to particularly thank Dr. Jay Lee and his team for making the 19th Conference such a success.

All the best,

Sam Minner, Ph.D.

President, NMHU

CONFERENCE PROGRAM

Wednesday, July 10th

07:45 - Breakfast

08:45 - Welcome

09:00 - 09:30, The Ninth Ken Smith Memorial Lecture:

Ken Smith and the Origins of Reversal Theory

The Ken Smith Memorial Lecture has been delivered over the years by many distinguished guest lecturers, all of them following the mandate that their presentations should be both provocative and speculative – in other words each should be the sort of lecture that Ken Smith himself (b. 1910, d. 1999) would have enjoyed. The aim of the present paper is to document the background and origins of the theory in Bristol (UK) in the nineteen seventies. In doing so, particular attention will be paid to the contribution of Ken Smith in his roles as therapist, scientist, thinker, entertainer, and polymath. This means that the focus of this Ken Smith memorial lecture will, for the first time, be on Smith himself. We also ask: What do Ken Smith's ideas and attitudes still have to contribute to the development of reversal theory? Would he approve of where we are going? (Where are we going?) The descriptions throughout this paper will be supported with excerpts from the presenter's forthcoming autobiography tentatively entitled "Curiosity and Astonishment."

Michael J. Apter, Apter International LLC

09:35 - 09:55, Personality and Motivational Predictors of Propensity for Aggressive Driving: The Role of Telic Dominance and Rebelliousness

Introduction: Aggressive driving occurs when drivers intentionally harm other drivers within a driving environment (Hennessey and Wiesenthal, 2002), and is a major cause of vehicle crashes on roadways (McTish and Park, 2016). This investigation examined relations among individuals' personality and motivational tendencies, demographic characteristics, and their propensity for aggressive driving.

Method: In Phase 1, 270 participants recruited from the University of Windsor's Psychology Participant Pool completed an online survey that examined propensity for aggressive driving in relation to demographic variables, driving behaviours, and measures of personality and motivation, including the Motivational Style Profile (Apter, Mallows, & Williams, 1998). Phase 2 (currently underway) entails a driving simulator experiment in which participants' reactions to driving scenarios that are intended to elicit aggressive driving are observed and recorded.

Results and Discussion: Phase 1 findings indicated that younger individuals and those with fewer years of driving experience showed a greater

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tendency for driving aggression. Individuals who were higher in trait anger, narcissism, impulsivity, rebelliousness, and lower in telic dominance showed greater propensity for aggressive driving. In addition, individuals who were high in rebelliousness reported less consistent use of seatbelts, and more negative driving incidents, such as previous accidents and incidents of inattentive driving. Preliminary findings from the Phase 2 driving simulator study will also be presented. Understanding personality, motivational, and demographic predictors of aggressive driving will inform the development of more effective driver training programs to prevent aggressive driving, which can lead to improvements in road user safety.

10:00 - 10:30, Coffee/Tea Break

10:30 - 11:00, A Confirmatory Factor Analysis of the Apter Leadership Profile (ALP)

The application of reversal theory principles to the study of leadership suggests that successful leaders provide their followers with rich, diverse experiences by creating an atmosphere that includes all eight motivational states. This study examines the factor structure of the Apter Leadership Profile (ALP) via confirmatory factor analysis on responses from 198 managers in the US and UK. The ALP is a 40-item measure of the frequency with which the eight motivational micro-climates are encouraged by the leader. There are two parallel versions, a leader self-report version and a version for direct reports to describe their leader. The original model included 8 factors with 5 indicators each, but a better-fitting model for the data appeared to be an 8-factor model with 36 items ($\chi^2 = 979.71$, p < .0001, CFI = .89, RMSEA = .06). When comparing the new model to the original 40-item model, both AIC and BIC decreased, indicating a better fit for the revised model. The items dropped included 2 items on Change Orientation, 1 item on Purpose, and 1 item on Individual Contribution. Upon examination, the dropped items appeared, in hindsight, to have unintended connotations, and several of these items were previously found to be somewhat problematic in a previous EFA on a separate sample. Data collection on replacement items has begun, and preliminary results are encouraging. Planned future research will assess the equivalence of the measurement model for leaders and direct reports.

Mitzi L. Desselles, Ph.D. & Barton Crum, BA

Louisiana Tech University

11:00 - 11:30, Reversal Theory Applications in Psychotherapy

Reversal theory is rarely referenced in psychotherapy literature. However, there is case evidence that the manipulation of meta-motivational states may facilitate therapeutic change. Because state reversals are evoked via classically conditioned stimuli, it should be possible to use autohypnotic cues to facilitate such reversals. It is proposed that various body postures

Bryce Kaye, Ph.D.

and forms of syntax can be used as cues since they have been paired with certain meta-motivational states over a person's lifetime.

The case studies and clinical observations to be presented strongly suggest that body posture and semantics can be used as autohypnotic placebos. Induction of a sympathy state along with other hypnotic manipulations have been observed to rapidly heal trauma. Induction of an autic negativism state has also been incorporated into boundary strengthening exercises with good results. The clinical observations of rapid therapeutic progress from these techniques do not constitute proof that the involved meta-motivational states directly produced the observed results. However, the case observations constitute a rich source of hypotheses for future controlled research. The most significant question to be posed is whether a sympathy state can facilitate implicit contextual learning for integrating two implicit memory systems. If so, the psychotherapeutic implications are huge.

11:45 - 1:15, Lunch in SUB Governance Room 320

1:15 - 1:45, Theranos: A Case Study

Theranos is an organization known for being a massive fraud in Silicon Valley. This presentation reviews and updates a case study from a Valuations conference (a group of specialized accountants who determine the value of organizations). This is an ongoing exploration using reversals to understand what happened.

David E. Morrison III, M.D.

Morrison Associates, Ltd.

1:50 - 2:20, A Holistic Approach to Maximize Quality of Life for Adult Cancer Survivors: using RT dominances to tailor the intervention

Introduction: Quality of life (**QOL**) can be conceptualized as the realization of potential physical, psychological and spiritual outcomes. For a cancer survivor, QOL can be impacted by the deleterious effect of the cancer experience on functional capacity, social connectedness and cognitive processing. Research and traditional medicine often focus on only one aspect of QOL (e.g. physical functioning) and fail to address the other aspects. A holistic approach, tailored specifically for the survivor, is needed to maximize QOL.

Method(s): The purpose of this **16-week pilot** study is to test the **feasibility** and **efficacy** of a holistic approach to optimize QOL for **30 cancer survivors**. Consenting participants will complete a psycho-social questionnaire that includes the Apter Motivational Style Profile. Based on dominance scores, one of four combinations of intervention materials will be used that best caters to each participant's interests and needs. A behavioral-theory based intervention will be tailored and framed with text-messaging and supportive multi-media communications through a

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tele-health platform.

Results: We are currently testing the recently funded study with volunteers prior to recruiting participant-survivors. Initial efforts indicate the holistic approach is indeed feasible, though enrolled survivors are needed to complete the full protocol to truly assess intervention feasibility and efficacy.

Discussion: The cancer experience challenges every survivor, potentially undermining a survivor's sense of his/her QOL as it attacks all aspects of one's daily existence. This can be overwhelming difficult to work through leaving survivors with the need for an individualized, holistic program to regain, improve and ultimately **optimize** their QOL.

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[3]**Department of Psychiatry, UTHSA**

[4]**Rice University**

[5]**Alendus Counseling, PLLC**

[6]**Barshop Institute for Aging, UTHSA**

2:45 - 3:15, Coffee/Tea Break

3:15 - 3:45, Motivation and Emotion in Discretionary Activities

In Lewis and Apter (2019) the authors introduced the notion of free coding and the development of the State Pattern Investigation (SPIN) instrument. This instrument examined the nature of peoples' motivations and emotions when engaged in a range of everyday activities. We introduced and illustrated some structural features of subject's patterns of response, and of the situations themselves. In this paper we examine and describe further developments of the approach and of the instrument. Derived forms of the SPIN were developed to investigate peoples' engagement with two discretionary activities – singing in a choir and playing walking football, which were considered likely to be motivationally rich. These were administered to opportunity samples, and we here report the development of the approach and the initial results for both populations. We also discuss some methodological and analytic implications for the use of the approach and how it might develop in the future.

Gareth Lewis &   Michael Apter

Thursday, July 11th

07:45 - Breakfast, Governance Room 320, Student Union Building

09:00 - 09:30, Oral Presentation on Zoom: Developing and validating a new measure of psychodiversity

Objectives: From available research literature within Reversal Theory, it is unclear if 'psychodiversity' is empirically related to and beneficial for well-being and whether it can be construed as a positive aspect of coping. Also, it is apparent that the measurement of psychodiversity is a neglected corner of the theory.

Method: The current study developed and tested a novel measure of psychodiversity, and in so doing investigated its relationship with well-being and coping. 116 participants responded to an online questionnaire, consisting of six scales, measuring variously well-being, depressive affect, psychodiversity, self-perceived consistency and coping.

Results: For constituent metamotivational psychodiversity scores, negativism-conformity psychodiversity and telic-paratelic psychodiversity were not found to be related to depression severity or mental well-being. Sympathy-mastery psychodiversity correlated negatively with depression severity and alloic-autic psychodiversity correlated positively with depression severity. However, the psychodiversity total score across all four metamotivational state pairs was found to be related to depression severity and well-being in what appears to be a curvilinear way, with those scoring intermediate psychodiversity experiencing better well-being and less depression than those at either end of the continuum. Self-rated consistency and coping subscales correlated positively with overall well-being, (except for 'venting of emotions' which correlated negatively).

Conclusions: The current findings suggest that psychodiversity is only beneficial to a qualified degree for individuals overall well-being. The results reported suggest those who are neither the most, nor the least psychodiverse experience the highest level of well-being. Furthermore, being highly psychodiverse across the alloic-autic motivational state pair is associated with greater depressive affect, whilst greater psychodiversity within the mastery-sympathy state pair appears to be associated with less depressive affect. The implication of this is that individuals should strive towards being highly psychodiverse within the sympathy-mastery state, and the least psychodiverse within the alloic-autic state in order to experience the optimum level of well-being. It is notable that the relationship between metamotivational psychodiversity and well-being only occurs for the transactional modes – that is to say, those metamotivational states that are about the experience of interpersonal outcomes. This study is the first to demonstrate that the psychological benefits of psychodiversity may operate differently across the metamotivational state pairs and thereby is important theoretically for Reversal Theory.

Victoria Thorpe-Jones & Mark R. McDermott

School of Psychological Sciences, University of East London

09:30 - 10:00, The Failure of Empathy: A Reversal Theory Analysis

Both my husband and I have recently experienced back problems. Revealing these problems to others generates either enthusiastic renditions about similar maladies the listeners have experienced, or unsolicited advice akin to the way the listener overcame a similar problem.

A reversal theory analysis suggests that these situations result from either a state collision or a state mismatch. People who reveal their problems are likely to be in the autocentric sympathy state seeking caring from others. Autocentric sympathy is defined as a metamotivational state in which the individual sees a transaction with another in terms of cooperation, harmony, caring, unification, or togetherness (or the lack of these qualities) (O'Connell & Apter, 1993). But disclosing one's problems appears, in some circumstances, to unleash the others' own autocentric sympathy states leading them to regale the current sufferer with their own tales of pain and woe. A state mismatch occurs when the other, probably in the autocentric mastery state, gives unsolicited advice, eager to reveal how to overcome the situation at hand. State collisions and mismatches with autocentric sympathy states may be disconcerting to the current sufferer while the listeners appear to think that they are being empathic. Allocentric sympathy states in the listeners could yield more appropriate responses, but they fail to be elicited or displayed.

State collisions and mismatches may explain inappropriate responses to grieving, to the Black Lives Matter movement, and in healthcare situations. This presentation explores the contribution of reversal theory to understanding and improving human responses to sympathy states.

Kathleen A. O'Connell,

T e a c h e r s   C o l l e g e
Columbia University, New York

10:00 - 10:30, Coffee/Tea Break

10:15 - 10:45, Conceptual Mapping of Enneagrams into Reversal Theory

This theoretical analysis explores the similarities and differences in two systems of personality – the Enneagram and Reversal Theory. The Enneagram is a personality system typology that focuses on how one approaches relationships, preoccupations, and beliefs about the world, plus core fears and values (Riso & Hudson, 2003). The Enneagram offers a way of comprehending patterns and trends in the behaviour of oneself and others with a focus on the internal motivations of nine different types of fixations. From these nine core types, each is accompanied by a wing or neighbouring type that encourages or discourages certain characteristics of primary fixations. Furthermore, these types further oscillate in presentation as they move throughout distinct levels of development, accounting for fluidity in personal characteristics displayed throughout the lifespan. Whereas Reversal Theory (Apter, 2018) acknowledges consistency in behaviour, it highlights the key factors contributing to vacillations in experience, explaining variant behaviour at variant times. Reversal theory aims to explain these less than stable

Kenneth M. Cramer & Jillian L. Cramer

University of Windsor

moments of human experience based on the meta-motivations operating in the person's here-and-now phenomenological field. As persons uncover unique reasons for completing a given task (playful video gaming vs. serious-minded level completion), these vacillations or reversals become instrumental in explaining addictions, aesthetics, education, health, leadership styles, and sports. The present conceptual analysis offers a juxtaposition of both frameworks in an effort to identify common ground and unique aspects. Several research directions will be offered.

References

Apter, M. J. (2018). Zig Zag: Reversal and paradox in human personality. Leicester, UK: Troubador.

Riso, D. R., & Hudson, R. (2003). Discovering your personality type: The essential introduction to the Enneagram. New York: Houghton Mifflin Harcourt.

10:50 - 11:20, A Multi-Method Examination of Metamotivational State

The purpose of this study was to examine the relationship between state measured by different self-report approaches: a) retrospective assessment of frequency of experiencing each state via the Motivational Style Profile (MSP) and b) real-time reports of states via experience sampling methodology (ESM) using the Reversal Theory State Measure (RTSM). The MSP is a self-report instrument with 40 items assessing frequency of 8 states on a 5-point Likert scale. The RTSM assesses moment-to-moment experience of states using smartphone "pinging" via a 3-item, forced-choice instrument. Despite evidence from ESM literature, we hypothesized significant positive correlations between participants' recollection of the frequency of experiencing each state (MSP) and aggregated scores of state experiences (RTSM), taken over multiple data collection moments. 35 undergraduate engineering students participated in the study. At the beginning and end of the program, students completed the MSP and two instruments measuring attitudes toward engineering education: Pittsburgh Engineering Attitudes Scale – Revised and College Persistence Questionnaire. Students provided up to 45 discreet assessments of states (three "pings" per day for five consecutive weekdays for three waves). Each participant's summed frequency of experiencing each state was converted to a percentage of total responses. Subscale scores from the MSP were correlated with the corresponding percentage from the RTSM. Observed correlations did not support our hypotheses. Subsequent analyses examined relationships between the RT-based measures and engineering attitudes. The present study contributes to the RT literature by examining the correspondence between perceived frequency of state experiences via the MSP and their moment-to-moment state experiences via the RTSM.

Mitzi Desselles, Ph.D., Hudson Taylor, B.S., & Barton Crum, B. S.,

Louisiana Tech University

11:30 - 1:00, Self Lunch break (Chance to explore Las Vegas)

1:00 - 1:30, Presentation of Activities and New Products from Apter-France

Presenting our activities and new products, and Q&A: • "Climage" a quick questionnaire to give an immediate insight on the team climate (with a demo) • The digital platform and its applications for coaches • The AMSP and its new report in English and in French (usable several times and not just once to observe the subject evolution) • The 360° questionnaire that replaces the AWIS and the new set of cards (in French) • Some practical experiences within our customers (L'Oreal, BEL, AXA…) • Other developments to come (prodcuts…and business in Morocco and in the UK)

Christophe Lunacek, & Laurence Vandeventer

1:30 - 2:00, The Concept of "Emotivation"

- Why this concept of "a set of emotions defined in terms of motivations"
- How is it defined (a cloud of words)?
- How do we use it (demo with our apps)
- How could you, scientists help us?

2:45 - 3:15, Coffee/Tea Break

6:00 - 9:00 PM, The Plaza Hotel Library

6:00 - 7:00 PM Banquet

7:00 - 9:00 PM Shaken 'n' Stirred 2.0

"Shaken & Stirred" is a social event designed around a debate-and-discuss presentation style session. This session style was originally devised by Jennifer Weiss of HR Alignment Consulting for the 2017 annual meeting of the Society of Industrial and Organizational Psychology (SIOP). The format of the session was adapted for the 2017 reversal theory conference as a means to engage audience members in a thought-provoking discussion. For the 2019 conference, we propose again including the event as a means of sparking discussion of the richness of ideas, implications, and applications represented within the framework of

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reversal theory. During the session, a diverse group of 5-7 academics, researchers, and practitioners are presented with the same open-ended rhetorical question (e.g., What if? Why not? Now what?). Each speaker has 2 minutes to engage the audience with their unique reply to the question as it applies to the field of Reversal Theory. Speakers receive no editorial oversight or direction in their response, but rather are encouraged to respond in a fun and creative manner that inspires the audience to think bigger, challenge their assumptions, and broaden their perspective. At the end of the session, audience members are encouraged to take a break to socialize and discuss with other audience members the topics they have just heard. It is our hope that a Shaken & Stirred session again in 2019 will continue to ignite conversations and trigger imaginations – and have a bit of fun, too.

07:45 - Breakfast, Governance Room 320, Student Union Building

09:00 - 09:30, Understanding student engagement and achievement by mapping changes in metamotivational states and emotions during teaching sessions

Introduction: The importance of University students' emotions, engagement, and learning are increasingly evident (e.g., Linnenbrink-Garcia et al., 2011; Zhang, 2015). Research has examined these factors at situational and intra-individual levels using experience sampling (Ketonen et al., 2018), or within a lecture (Shernof et al., 2017). Cramer and Lafreniere (2015) identified that engagement and telic motivation decreased throughout a lecture but were re-established following a brief paratelic activity allowing a motivational shift. However, all pairs of metamotivational states are relevant for understanding student motivation, engagement and learning, and, reversal theory proposes that functional motivation is characterised by reversals between states within each pair, and, experience of the full range of metamotivational states. This idea has not been tested within a Higher Education context, nor has research explored links between metamotivational states, reversals, emotions and students' engagement, and learning. Therefore this study examined students' metamotivational states, state reversals and emotions throughout a taught session, and, explored relationships between students' metamotivational states, emotions, engagement and learning within this session.

Methods: First year undergraduates completed questionnaires in three teaching sessions each separated by three weeks. At the start of each session, students reported emotions using Linnenbrink-Garcia et al.'s (2011) composite measure then, at three randomly identified points during the session students reported emotions, engagement (using scales by Skinner et al., 2009, Wolters, 2004, and Reeve, 2013), and, metamotivational states (Deselles et al., 2014, Reversal Theory State Measure Bundled Version). Multilevel Modelling will be used to explore changes in variables within and between teaching sessions.

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[2]Liverpool John Moores University,

[3]Durham University

09:30 - 10:00, Exploring the Effects of Performance Feedback on Motivational State

This study explored whether certain performance feedback messages prompt motivational states. Since certain states may be ideal in work situations (e.g., paratelic state for difficult tasks; Barr, McDermott, & Evans, 1993), an understanding of how managers encourage these states by providing feedback may facilitate enhancing their employees' motivation. After setting a goal, completing a task, and receiving one of eight types of feedback messages (positive, negative, accurate, inaccurate,

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nominal, relative), 799 participants from Amazon's Mechanical Turk recorded their state using the bundled state measure, as well as their positive and negative affect. As part of a larger study, additional variables were captured, including participants' perceptions of feedback accuracy, organizational justice, desire to respond, as well as their goals and performance on a second task. Several interaction effects were hypothesized. Negative, inaccurate feedback was expected to be related to the rebellious and self-sympathy states. Positive, accurate feedback was expected to be related to the self-mastery and conforming states. Negative, accurate feedback was expected to be related to the self-sympathy and rebellious states. It was hypothesized that positive feedback would be related to the self-mastery, telic, and conforming states and negative feedback would be related to the self-sympathy and rebellious states. Inaccurate feedback was expected to be related to the rebellious and self-sympathy states. The results found using multinomial loglinear analysis will be discussed.

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10:00 - 10:30, Coffee/Tea Break

10:30, Reversal Theory Society General Meeting