



Submission

Submission ID 70952

Abstract

Program Stream

Social and Personality Psychology / Psychologie sociale et de la personnalité

Type of Presentation

Printed Poster

Nature of Submission

Scientific Abstract

Title

Cognitive Styles and Trustworthiness Expectations

Summary

Cognitive styles are stable traits reflecting the way individuals think and remember process information and make decisions. Individual beliefs regarding another's trustworthiness form a key judgement in willingness to trust. This research examined the link between cognitive styles and characteristics associated with assessments of trustworthiness. Participants were 387 full-time employees in Europe. Cognitive styles were differentiated using the Red (*I show my feelings*), Blue (*I like to think logically*) and Green (*I find imaginative solutions*) categories from the Diversity Icebreaker questionnaire. Participants were also asked how important various characteristics of trustworthiness were in determining whether to trust someone. Significant correlations were found with "listening and acknowledging you," "sharing values" and "being open-minded" for all participants. "Benevolence" was correlated with trustworthiness only for those high in Red; "Ability" for Red and Blue alone and "Sharing goals" and "respecting freedom" for Red and Green. "Respecting rules and roles" and "predictability" were positively correlated with trustworthiness for Blues but negatively for Greens. Findings suggest relational aspects of trustworthiness, such as acknowledgement, shared values and a receptiveness to others' views or ideas should have a stronger representation in trustworthiness models.

Overall Theme: CPA2022 Annual National Convention

Understanding and improving the workplace

Keyword 1

trustworthiness

Keyword 2

cognitive styles

Keyword 3

personality differences

- I agree

Authors

Type	Main Presenting Author
Membership Type	CPA members ¹
Membership ID	9219
Title	Dr.
First Name	Catherine
Middle Initial	T
Last Name	Kwantes
Organization	University of Windsor
Email	catherine.kwantes@uwindsor.ca
Phone	5192533000
Mailing Address	401 Sunset Ave, Windsor, ON Canada N9B 3P4
City	Windsor
Province	Ontario
Postal/ZIP Code	N9B 3P4
Country	Canada

Type	Additional Author
Title	Dr.
First Name	Suzanne
Last Name	McMurphy

Organization	University of Windsor
Email	mcmurphy@uwindsor.ca

Type	Additional Author
Title	Mr.
First Name	Bjorn
Middle Initial	Z.
Last Name	Ekelund
Organization	Human Factors, Norway
Email	bze@human-factors.no

Type	Additional Author
Title	Ms.
First Name	Mahshid
Last Name	Soleimani
Organization	UNIVERSITY OF WINDSOR
Email	soleimam@uwindsor.ca

Submitted By

Catherine Kwantes

catherine.kwantes@uwindsor.ca