COMPETITIVE PROJECTS

Leadership Development Research Center (GLEAD)

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Competitive Projects

Affective polarization in the contexts of the Scottish and Catalan independence movements: A comparative longitudinal investigation

RSE
The Royal Society of Edinburgh
KNOWLEDGE MADE USEFUL

PRINCIPAL INVESTIGATOR:

Katharina Schmid

PERIOD:

October 2021 – September 2023

FUNDING BODY:

Royal Society of Edinburgh (RSE)

COORDINATING INSTITUTION:

University of St. Andrews (UK)

RESEARCH TEAM:

Nicola Tausch (Uni. St. Andrews)

SUMMARY:

Political disagreements are often accompanied by intense dislike and distrust of the opposing group, a phenomenon termed affective polarization. This project will provide novel insights into the psychological factors underlying this by investigating polarization in the contexts of the Scottish and Catalan independence movements. Drawing on current social-psychological theory, the work will generate the thus far most detailed assessment of affective polarization, including understanding of the factors that impact its development over time. We focus in particular on the role of intergroup contact in shaping intergroup relations and aim to understand how different forms of contact impacts polarization. A longitudinal comparison of Scotland and Catalonia will identify both generalizable and context-specific factors contributing to polarization. A secondary aim of the research is to understand how cross-border contact impacts secessionist attitudes. This project aims to provide insights to advance constructive debate and social cohesion in starkly divided political contexts.

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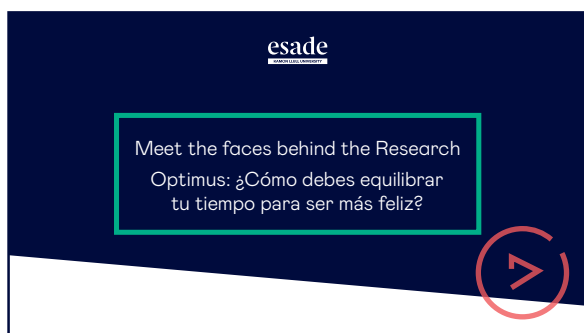
Fundación
BBVA

How should you balance your time to be happier?

PRINCIPAL INVESTIGATOR: Jordi Quoidbach

PERIOD:
July 2021 – December 2022

FUNDING BODY:
Beca Leonardo a Investigadores y Creadores Culturales 2021 de la Fundación BBVA

REFERENCE:
IN[21]_ECC_PSI_0104

SUMMARY:

How should you balance your time to be happier? The decisions we make every day about what to do, when to do it, and who to do it with have important consequences for well-being. Research suggests that up to 40% of differences in people's happiness can be explained through how they balance their time. However, the ways our daily schedules work remain poorly understood. To date, studies have been unable to capture time use comprehensively or model its relationship to happiness in all its complexity.

To solve these fundamental problems, the project has two goals:

1. Capture the complex ways people spend and balance their time.

2. Identify the fundamental dimensions of time use that predict happiness.

To achieve these goals, the project will (1) build an integrative mobile app that combines experience sampling, mobile sensing, and machine learning to capture how people use their time with an unprecedented level of accuracy, and (2) it will collect large-scale data to determine which dimensions of time use predict subjective and objective well-being.

This project will provide the first in-depth explanation of the everyday determinants of happiness. The aim is that the new tools and models proposed will facilitate innovative, powerful and scalable ways to help people live happier lives.

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Prejudice

Anti-immigrant prejudice and sexism in Spain: Risks factors and preventive strategies

PRINCIPAL INVESTIGATOR: Katharina Schmid

PERIOD:
June 2020 – May 2024

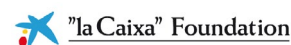**FUNDING BODY:**
MICINN-MCIU

REFERENCE:
PID2019-111276GB-I00

SUMMARY:

A key societal challenge in Spain, as in many parts of the world, entails reducing prejudice and preventing discrimination and social exclusion of immigrants on the one hand, and women on the other, as well as curbing far-right extremism. Recent political trends in Spain reflect a surge in far-right attitudes and discriminatory behaviour towards minority groups, especially immigrants but also women. To address this challenge, the current project will use a highly innovative design that triangulates three quantitative data collection methods (i.e., a general population survey, an implicit association test, and a series of experiments) and that bridges current insights on the interplay between a key antecedent of discrimination, identity threat, as well as a key strategy to prevent such negative tendencies, intergroup contact.

By examining previously unexplored conditional factors underlying the complex interplay between contact and threat, this project will offer critical new insights into the drivers of explicit (i.e., consciously held) and implicit (i.e., subconsciously held) attitudes towards immigrants and women that are prominent in the current far-right discourse in Spain. The results of this project will provide applied recommendations to policy makers and other key stakeholders seeking to prevent prejudice, discrimination and far-right attitudes in Spain.

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PrevDisc

"la Caixa" Foundation

Meet the faces behind the Research
Research Yearbook 2019-2020

Preventing discrimination, social exclusion and far-right attitudes in Spain: The role of identity threat and social contact

PRINCIPAL
INVESTIGATOR: Katharina
                       Schmid

PERIOD:

February 2020 – October 2022

FUNDING BODY:

LA CAIXA Foundation

REFERENCE:

SR19-000256

SUMMARY:

Europe has recently experienced a surge in far-right sentiment, with national election results in several countries confirming increased support for political parties whose policies explicitly reflect exclusionary and discriminatory tendencies towards immigrants and other minority groups. This is increasingly evident in Spain. A key societal challenge facing the country is thus being able to identify potential risk factors of negative, far-right attitudes towards immigrants and other minority groups among the general population more widely, as well as strategies for preventing discrimination of such minority groups.

To address this challenge, this research project will use a highly innovative design that bridges cutting edge insights from the fields of psychology, political science, sociology and behavioural economics, and that triangulates three unique quantitative data collection methods. The project will focus on a central antecedent of discrimination and far-right attitudes, identity threat, as well as a key strategy to prevent such negative attitudes, intergroup contact; it will also examine previously unexplored conditional factors that explain the complex interplay between contact and threat. The project will focus centrally on attitudes toward immigrants but will also consider attitudes towards other disadvantaged and/or minority groups that are prominent in the current far-right discourse in Spain. In so doing, the results of this project will offer applied recommendations to policy makers and other key stakeholders seeking to prevent discrimination, social exclusion and far-right extremism.

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Once a leader, always a leader? Leader identity work before and after retirement

PRINCIPAL INVESTIGATOR:

Laura Guillen

PERIOD:

September 2019 – TBD

FUNDING BODY:

U.S. Army Research Institute for the Behavioral and Social Sciences (ARI)

COORDINATING INSTITUTION:

University of Durham

REFERENCE:

W911NF-18-2-0049

RESEARCH TEAM:

Amy Sarah Wittman (George Mason University)

SUMMARY:

Examples of leaders that seem reluctant to give up their leadership roles are plentiful. Perhaps unsurprisingly, leaders may not easily accept that their time is up because highly successful and highly paid leaders often measure their self-worth by their work: their identities are tightly linked to their leadership positions. But what happens to leaders' identities after that point, when they must retire from professional life? This is a question that remains unanswered in the current literature.

Even if individuals in today's world tend to reinvent themselves many times during their careers, moving in and out of many roles in the course of a career-time, the thought of one's professional career coming to an end is threatening. Do former formal leaders fight tooth and nail to preserve their leader identity? Do they eventually forget their leader identity and replace it with another personal or professional identity better suited to their new reality? This project aims at exploring these questions.

The project combines different qualitative and quantitative studies to triangulate data and findings on (1) retiring leader's perceptions, (2) leader's significant other's perceptions, (3) leader's subordinate's perceptions, and, (4) leaders' retiring leader's perceptions, with the aim of being able to trace causal relationships and describe the leader identity work process after retirement. The objective of this is to be able to provide practical tools for organizations to manage and empower retiring leaders as they move to their next life stage.

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Understanding the temporal determinants of choice and happiness

PRINCIPAL INVESTIGATOR: Jordi Quoidbach

PERIOD:
February 2018 – January 2023

FUNDING BODY:
MICINN-MINECO

REFERENCE:
RyC2016-21020

SUMMARY:

5-year Postdoctoral Research Scholarship "Ramon y Cajal -RyC" awarded to Jordi Quoidbach to carry out the research line *Understanding the temporal determinants of choice and happiness*.

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AGAUR

Leadership Development Research Group

PRINCIPAL INVESTIGATOR: Joan M. Batista Foguet

PERIOD:
January 2017 – September 2021

FUNDING BODY:
AGAUR

REFERENCE:
2017 SGR 619

RESEARCH TEAM:
Ricard Servalos Serra, Jordi Quoidbach, Katharina Shmid, Jordi Trullen Fernández, Rita Rueff Lopes, Ferran Velasco Moreno, Atieh Sadat Mirfakhar, Roy Mouawad

SUMMARY:

The aim of these grants from the Catalan Government is to promote the activities of research groups that allow to strengthen the scientific, economic and social impact of research, as well as promote its international projection.

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AITEP

Assessing Individual and Team Entrepreneurial Potential

PRINCIPAL INVESTIGATOR: Joan M. Batista Foguet

PERIOD:

January 2016 – December 2020

FUNDING BODY:

MICINN-MINECO

REFERENCE:

EDU2015-68610-R

RESEARCH TEAM:

Jaume Villanueva, Ricard Serlavós

SUMMARY:

The success of entrepreneurial projects depends largely on the quality of human resources and particularly on the good use of appropriate personal competencies by each and all project participants. This premise has led businesses to embark in costly training programs, or in the search of synergies aimed at boosting entrepreneurial teams performance. Key to fostering entrepreneurial activity is the ability to measure constructs associated with entrepreneurial success in a valid and reliable manner. Even modest improvements in the predictive validity of assessment procedures used to evaluate entrepreneurs would help to demystify a process that is often seen as more art than science. Once integrated with training strategies, assessment tools are crucial for creating the right fit between person and educational plan, and between competencies and outcomes. Ensuring the measurement of these constructs leads to a more accurate estimation (decreases bias) regarding the impact of corporate capabilities on outcomes, allowing to compare these capabilities in terms of their contribution to the results. They also allow for a comparative assessment of entrepreneurial characteristics that enable researchers to establish a causal relation between competencies and results. such tools also have strong practical application, as they facilitate recruitment process, training designs and talent management. However, up til today, there is a clear lack of specialized assessment tools for entrepreneurial skills (Rauch, Wiklund, Lumpit & Frese, 2009). When creating a new venture, the leading entrepreneur often gathers a team to support the design and implementation of his or her business idea. For this reason, our research focuses not only on the identification and assessment of individual entrepreneurial competencies, but also on the team competencies that are fundamental for startup success.

Our proposal intends to address a fundamental need of valid and reliable instruments for the identification, measurement, and development of business skills. The goal is to design a protocol, this is, a set of assessment tools aimed at ensuring triangulation the measurement of individual and team entrepreneurial competencies, from both quantitative and qualitative perspectives. We aim to provide scientific evidence about the validity of the measurement tools of these constructs of interest.