

You are kindly invited to the public defense to obtain the degree of

DOCTOR OF PSYCHOLOGY

of Ms. Evy Kuijpers

Which will take place on **December 5, 2022, at 4 PM**
at the **Promotiezaal (D2.01)**
Brussels Humanities, Sciences & Engineering Campus
Pleinlaan 2 – 1050 Brussel

SHOWING YOUR 'TRUE' COLORS: EXAMINING THE POTENTIAL COST OF ACTING OUT OF CHARACTER

JURY

INTERN:

Prof. dr. Sara de Gieter (Chair)
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Vrije Universiteit Brussel

EXTERN:

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Durham University

Prof. dr. Filip de Fruyt
Ghent University

PROMOTOR(S)

Prof. dr. Joeri Hofmans
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Prof. dr. Bart Wille
Ghent University

Coming by car? Please [register your licence plate](#) in advance to have access to the campus.

You are also invited to the reception afterwards.

If you haven't done so yet, please confirm your attendance before November 21 via evy.kuijpers@vub.be

How to reach the VUB? Click for guidelines in [Dutch](#) or [English](#).

SUMMARY

Although individuals play an important role in shaping their environment, they cannot always freely choose the behaviors they engage in. The consequence is that people regularly behave out of character. Based on a long psychological tradition emphasizing “being true to oneself”, it has been theorized that deviating from one’s typical behavior (i.e., acting counterdispositionally) might carry psychological costs. Yet, empirical evidence regarding this claim is mixed at best. The goal of my thesis was to unravel what happens when we act out of character. Overall, we found that acting in a more extraverted and conscientious way than typically seems to be beneficial, even when considering that effects may evolve over time. However, when looking at one’s personality profile as a whole, acting out of character does seem to be depleting. Lastly, we showed that our subjective experience of out of character behavior is more impactful than the ‘objective’ discrepancy between our typical and current behavior, indicating that our well-being is more strongly impacted when we perceive our own behavior as counterdispositional.

CURRICULUM VITAE

Evy Kuijpers was born in Tilburg, the Netherlands, June 14, 1993. She completed the Research Master of individual differences and assessment at Tilburg University in 2018. Evy started her PhD journey under the supervision of Prof. dr. Joeri Hofmans and Prof. dr. Bart Wille in October 2018 at the Vrije Universiteit Brussel. During her PhD, she focused on personality dynamics at work, more specifically, she examined whether there are costs associated with acting out of character. Several of her papers have been published in international journals and have been presented at international conferences.