**Title:** Personality Dynamics at Work: Integrating between-person stability and within-person change

Abstract: Traditionally, there has been a great interest in the role of personality at work in industrial, work and organizational (IWO) psychology. Typically, these studies predict work-related behaviors from personality traits—or stable individual differences in the habitual patterns of behavior, thought and emotion. Whereas such a static approach to personality undoubtedly serves applied psychologists primarily interested in predictive validities, it fails to tap into the dynamic processes underlying personality functioning at work. In response to this, the personality literature has witnessed an increased attention for aspects of change, including research on short-term fluctuations (i.e., personality states) (Fleeson & Gallagher, 2009) as well as long-term changes (i.e., personality maturation) (Roberts, Wood, & Caspi, 2008). The present project aims at integrating our knowledge on between-person stability and within-person change, thereby reconciling the stable, trait perspective with the dynamic, state perspective, providing a so-called “integrative approach” to personality (Fleeson & Jayawickreme, 2015; Judge, Simon, Hurst, & Kelley, 2014). One way to do so is to study what happens when work-related demands require employees to deviate from their trait level because of (e.g., Pickett, Hofmans, & De Fruyt, 2019). Building on the idea that deviations from one’s trait level—also known as counterdispositional behaviors—are demanding, stressful, are effortful to maintain (Gallagher, Fleeson, & Hoyle, 2011), one might expect counterdispositional behavior to negatively relate to (work-related) outcomes that are resource-intensive. An integrative approach to personality can also be achieved by using a model that explicitly captures individual differences in the dynamics of personality. We have recently proposed such model: The Personality Dynamics (PersDyn) model (Sosnowska, Kuppens, De Fruyt, & Hofmans, 2019). This model captures growth and novelty in the emerging patterns of personality states using three components: (1) the average level of the states [baseline], (2) the extent to which people experience different states [variability], and (3) the swiftness with which they return to their baseline once they deviated from it [attractor strength]. A second possibility might thus be to test the usefulness of such an integrative model in an IWO setting.

**Supervisor:** Joeri.hofmans@vub.be

**Research Group:** https://wops.research.vub.be/nl/prof-dr-joeri-hofmans-1

**To apply:** https://www.vub.ac.be/en/european-liaison-office#apply-msca-if