



UNIVERSITY OF  
CALGARY

# MONDAY MEMO

April 6, 2020

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## DEPARTMENT NEWS

### HIGHLIGHTED PUBLICATION



**Bourdage, J.S.**, Schmidt, J.A., Wiltshire, J., Nguyen, B., **Lee, K.** (in press). Personality, Interview Performance, and the Mediating Role of Impression Management. *Journal of Occupational and Organizational Psychology*. [doi: 10.1111/joop.12304](https://doi.org/10.1111/joop.12304)

The present study investigated the association between personality and job interview performance, as mediated by applicant use of impression management (IM) behaviours. Findings indicated that, across both self- and peer reports of personality, (low) Honesty-Humility, (high) Extraversion, and (low) Emotionality predict IM use. In addition, mediation analyses indicated that individuals high in Extraversion and low on Emotionality may perform better in the interview through their use of IM. On the other hand, while Honesty-Humility indirectly impacted interview performance through several paths, the overall effect was null, such that individuals low in Honesty-Humility did not perform better in the interview. This is because they used both forms of IM that led to success, and those that detracted from success, thereby cancelling each other out. This study informs our knowledge of personality and interview performance, such that differences in the IM behaviours an individual chooses have implications for whether individuals with certain traits are successful.



## RESEARCH NOTES AND ACTIVITIES

O'Neill, T. A., Pezer, L., Solis, L., Larson, N., Maynard, N., Dolphin, G., Brennan, R., & Li, S. (in press). Team dynamics feedback for post-secondary student learning teams: Introducing the "Bare CARE" assessment and report. *Assessment and Evaluation in Higher Education*. doi: [10.1080/02602938.2020.1727412](https://doi.org/10.1080/02602938.2020.1727412)

Giesbrecht, G. F., Letourneau, N., Campbell, T., Hart, M., Thomas, J., & Tomfohr-Madsen, L. (2020). Parental Use of "Cry Out" in a Community Sample During the First Year of Infant Life. *Journal of Developmental & Behavioral Pediatrics*. doi: [10.1097/DBP.0000000000000791](https://doi.org/10.1097/DBP.0000000000000791)

Bourdage, J.S., Schmidt, J.A., Wiltshire, J., Nguyen, B., Lee, K. (in press). Personality, Interview Performance, and the Mediating Role of Impression Management. *Journal of Occupational and Organizational Psychology*. doi: [10.1111/joop.12304](https://doi.org/10.1111/joop.12304)

Foster, S., Christiansen, T., & Antle, M. C. (2019). Modeling the Influence of Synaptic Plasticity on After-effects. *Journal of biological rhythms*, 34(6), 645-657. doi: [10.1177/0748730419871189](https://doi.org/10.1177/0748730419871189)

Moshirpour, M., Nakashima, A. S., Sehn, N., Smith, V. M., Thackray, S. E., Dyck, R. H., & Antle, M. C. (2020). Examination of zinc in the circadian system. *Neuroscience*, 432, 15-29. doi: [10.1016/j.neuroscience.2020.02.016](https://doi.org/10.1016/j.neuroscience.2020.02.016)

Lukacik, E. R., & Bourdage, J. S. (2020). I like what I see: Attraction to organizations and Honesty–Humility. *Personality and Individual Differences*, 161, 109930. doi: [10.1016/j.paid.2020.109930](https://doi.org/10.1016/j.paid.2020.109930)

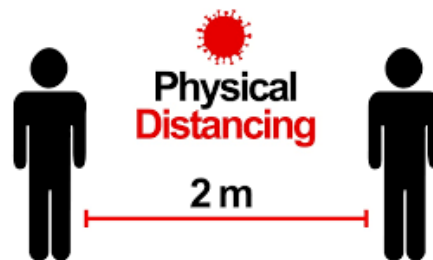
## EVENTS

### Webinar: Parenting in a Time of Physical Distancing

Monday, April 6, 2020, 1-2 p.m. MT

Drs. Sheri Madigan and Nicole Racine will discuss strategies for promoting parent and child well-being during COVID-19 and recognizing signs of child stress. They will provide tips for talking to kids about COVID-19 and social-distancing, and will offer strategies for establishing and managing routines, such as balancing children's physical activity, sleep, screen time, school work, and family time.

Register here: <http://em.ucalgary.ca/UYMqogNoKL2OG0ooM8o1ooB>



### Covid-19 Survey



Drs. Campbell and Carlson from the Department of Psychology, University of Calgary, are co-investigators on this study, and request that you complete the survey and share the link with your networks. The Montreal Behavioural Medicine Centre ([www.mbmc-cmcm.ca](http://www.mbmc-cmcm.ca)) – which is affiliated with the University of Quebec at Montreal and Concordia University in Canada, has assembled an international team of over 100 researchers more than 20 countries around the world to assess public perceptions and responses to the various measures put in place to prevent or reduce the spread of COVID-19. To do this, please complete a **short 20-minute online survey** about COVID-19. Your participation will contribute to better understanding the global and collective response to the COVID-19 outbreak, which may be used to improve current and future preventive strategies. Your participation is *voluntary* and your responses will be completely *anonymous*.

To complete the survey, please click on the following link, which will take you to the survey's main website: [www.mbmc-cmcm.ca/covid19](http://www.mbmc-cmcm.ca/covid19)

**Please share this information with as many of your personal and professional contacts and networks as possible.** The more people that complete the survey, the more we learn about how to reduce the spread and impact of COVID-19. If you have any questions about the study, please contact the team through the project email: [covid19study@mbmc-cmcm.ca](mailto:covid19study@mbmc-cmcm.ca)

The CIUSSS-NIM has approved this study (REB RECORD NO 2020-2099). *\*Students please note participating in this study will **not** count towards your research participation credits*

## VOLUNTEER AND JOB POSTINGS

### For Graduate Students, Faculty, & Staff

#### **Masters in Experimental Psychology with Specialization in Wearable Technology**

**The Healthy Families Lab** at the University of Calgary is advertising for a **MSc or PhD student** in an experimental psychology with an interest in exercise and sleep during the transition to parenthood. The student would become part of an innovative line of research investigating interventions to improve and preserve health behaviours (e.g., sleep and exercise) during the transition to parenthood and the role of digital and wearable technology in both assessment and health promotion. Primarily supervised at the University of Calgary, the student would have the opportunity to be a part of the wearable technology program and to collaborate with the Behavioural Medicine Lab at the University of Victoria.

Interested students are encouraged to reach out to Dr. Tomfohr-Madsen for more details. <https://www.healthyfamilieslab.com/>

# Happy Monday!

Congratulations to everyone included in the Monday Memo! The department recognizes your hard work and dedication. Keep it up!



Do you have something you would like to include in the Monday Memo newsletter? Please send it to [pnguy@ucalgary.ca](mailto:pnguy@ucalgary.ca) before Thursday at noon.

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