



Intellectual Humility and Regulation of Biased Impressions

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Introduction

- How does Intellectual Humility relate to someone's tendency to regulate bias when interacting with others?
- The purpose of the Intellectual Humility Scale is to determine the extent to which a participant will recognize their intellectual shortcomings; that is, they will accept that their beliefs and opinions may be wrong. (Leary et al., 2017)
- High Intellectual Humility has been associated with higher openness to learning about opposing views (Porter & Schumann, 2017), intellectual engagement, curiosity, intellectual openness, and open-minded thinking (Krumrei-Mancuso et al., 2019).
- We developed the First Impression Reliance Scale to determine the extent to which people act on, make decisions based on, or treat people differently based on their first impressions.
- Hypothesis: Participants with higher self-reported Intellectual Humility are just as likely as anyone else to form biased first impressions, but they are less likely to rely heavily on their first impressions of others in later interactions.
- Not much research has been done on the subject of first impression trust or reliance, but understanding the factors that determine the choices people make using their first impressions could be beneficial when studying situations where these choices are important, such as job interviews.

References & Acknowledgements

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Study 1

Methods

Scales

- **Intellectual Humility Scale:** Developed by Leary et al. (2020) as a method of determining the extent to which individuals can recognize their intellectual shortcomings.
- **First Impression Reliance Scale:** Developed for this study in order to determine how much participants act or rely on their first impressions of others in later interactions.
- **First Impression Trust Scale:** Developed for this study in order to determine how much participants trust their first impressions or believe them to be true.

Participants

- 300 Participants (299 used after one failed two attention checks)
- Between 18–83 years old (Average: 42)
- 46.5% female, 51.8% male, 1.7% non-binary/third gender

Procedure

- Participants were given a survey with various items related to metacognition of first impressions, including the previous two scales.
- The surveys were completed online.

Results & Conclusion

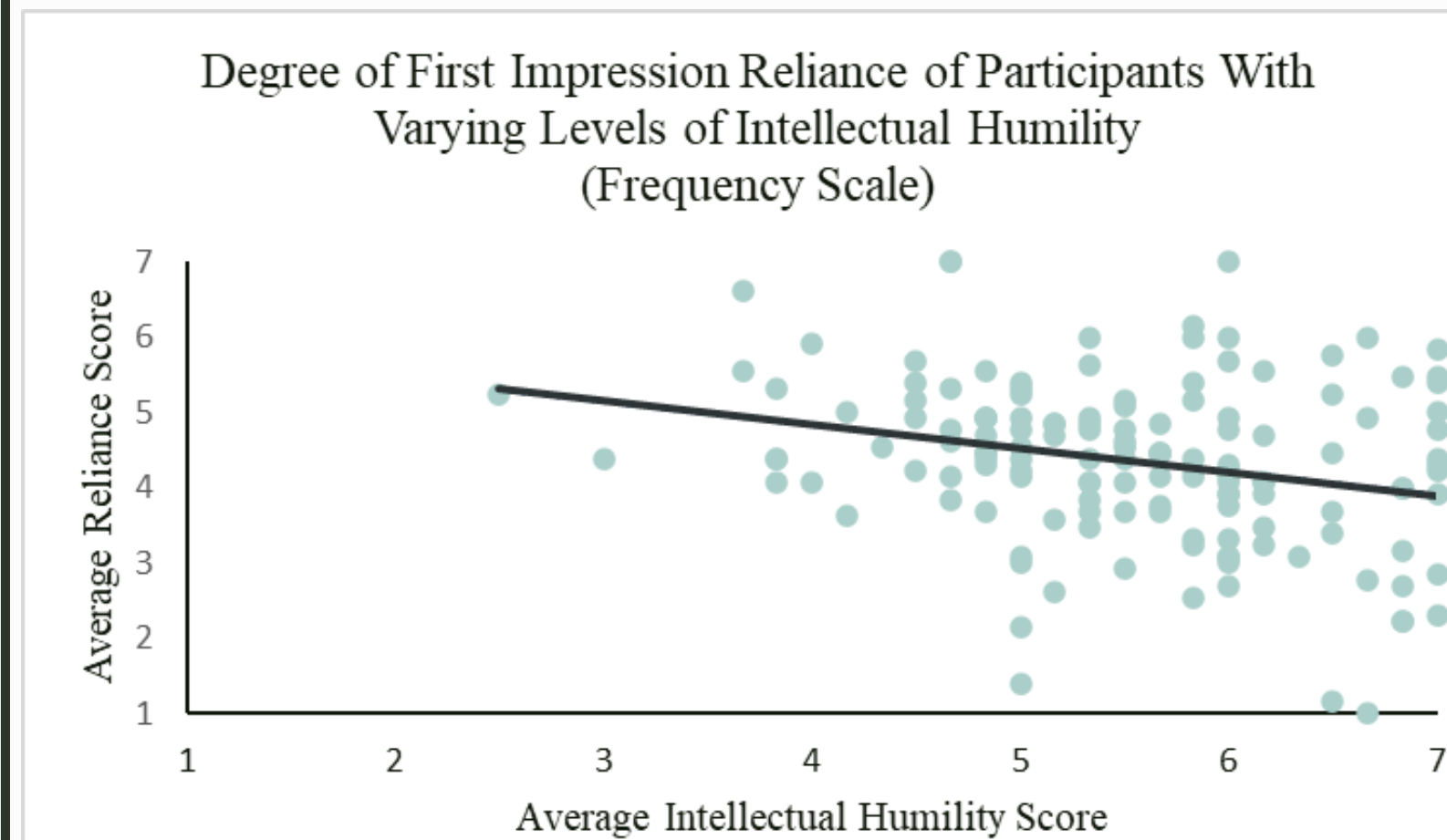


Figure 1. Average First Impression Reliance Score of each participant who was given the "Frequency" scale plotted against participant Intellectual Humility Scores. ($r = -0.264, p < 0.005$)

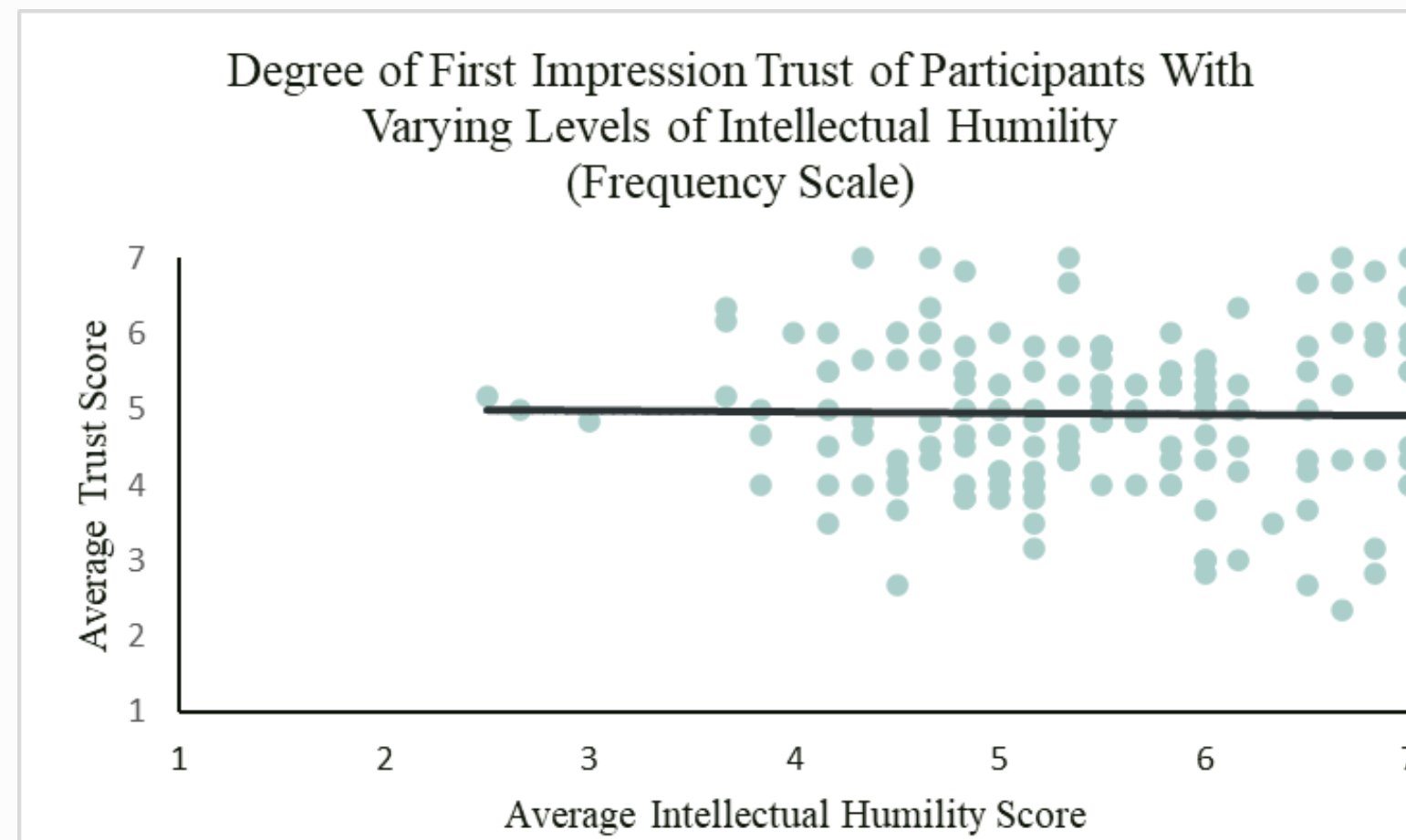


Figure 2. Average First Impression Trust Score of each participant who was given the "Frequency" scale plotted against participant Intellectual Humility Scores. ($r = -0.013, p =$)

Results

- Participants with higher Intellectual Humility scores tend to have lower Reliance scores.
- There was no correlation between Intellectual Humility and Trust scores.
- Both the Agreement and Frequency Reliance Scales had similar results, meaning both are effective in accurately determining participants' self-reported degree of first impression reliance.
- No causation between Intellectual Humility and First Impression Reliance can be proven at this time, but the correlation between the variables suggests one may exist, which is an idea explored in Study 2.

Discussion

- Individuals with high Intellectual Humility may be just likely as anyone else to form biased first impressions, though they may be more likely to ignore their biases later on.
- The conclusion that high Intellectual Humility is related to low Reliance indicates that the promotion of Intellectual Humility could be effective in reducing individual biases. This could be beneficial in areas like diversity training in the workplace.

Study 2

Methods

Team Selection Task

- Participants will begin by completing the same Intellectual Humility survey from Study 1.
- Participants will be given a list of 8 faces of gender-matched individuals and instructed to select 4 of the 8 with which to complete a fictitious trivia task.
- 4 faces will be those perceived as having high intellectual competence, 4 will have low intellectual competence (based on previously piloted data).



Figure 3. Female face rated with high intellectual competence.



Figure 4. Female face rated with low intellectual competence.



Figure 5. Male face rated with high intellectual competence.



Figure 6. Male face rated with low intellectual competence.

Measure of Confidence and Information-Seeking

- For each face, participants will be asked to rate their confidence in choosing or not choosing that individual for their team on a scale of 0–100.
- Participants will then be asked to select the faces about which they would like to read more information. However, they will be told that retrieving this information takes extra time.

Teammate Reselection Task

- Regardless of how they responded to the previous part, information will show for all 8 faces.
- The faces not originally chosen will be paired with information indicating high intellectual competence, while the other four will be paired with information indicating high competence unrelated to intellect.
- Participants will again select 4 faces for their team.

Expected Results

- In the first Team Selection Task, all participants will be more likely to choose the intellectually competent faces.
- However, in the Team Reselection Task, more intellectually humble participants will be more likely to choose the faces with intellectually competent information.
- Participants with high Intellectual Humility will have lower confidence in their initial selections and will be more prone to ask for more information.

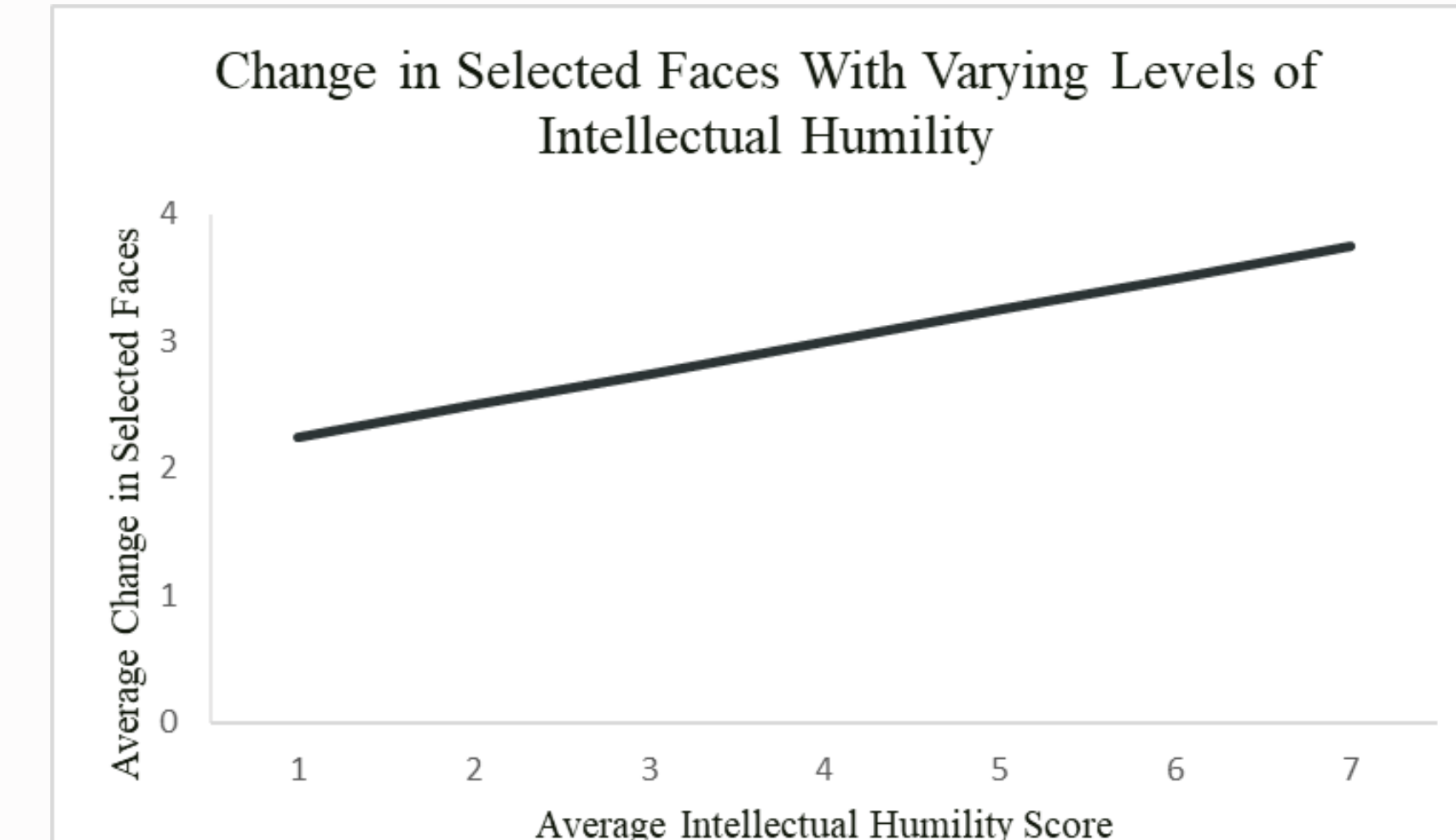


Figure 7. Expected results for the average number of teammates changed between the first two selections plotted against participants' average Intellectual Humility.