



# Intellectual Humility and First Impression Reliance

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## Introduction

- How does Intellectual Humility relate to someone's Reliance on their first impressions 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 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 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.

## Methods

### Scale 1: Intellectual Humility

- Developed by Mark Leary et al. (2020) as a method of determining the extent to which individuals can recognize their intellectual shortcomings.
- 6-item self-report scale with statements such as "I question my own opinions, positions, and viewpoints because they could be wrong," to which participants respond on a seven-point scale, from "Strongly Disagree" to "Strongly Agree." (Alpha = 0.850)

### Scale 2: First Impression Reliance

- Developed for this study in order to determine how much participants rely on their first impressions of others in later interactions.
- 13-item self-report scale with statements such as "I use my first impression of people to shape my future interactions with them," to which participants responded on a 7-point scale; half were given a "Strongly Disagree" to "Strongly Agree" scale and half were given a "Never" to "Always" scale. (Alpha = 0.947, 0.950)

### 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
- Recruited using Prolific

### 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 & Discussion

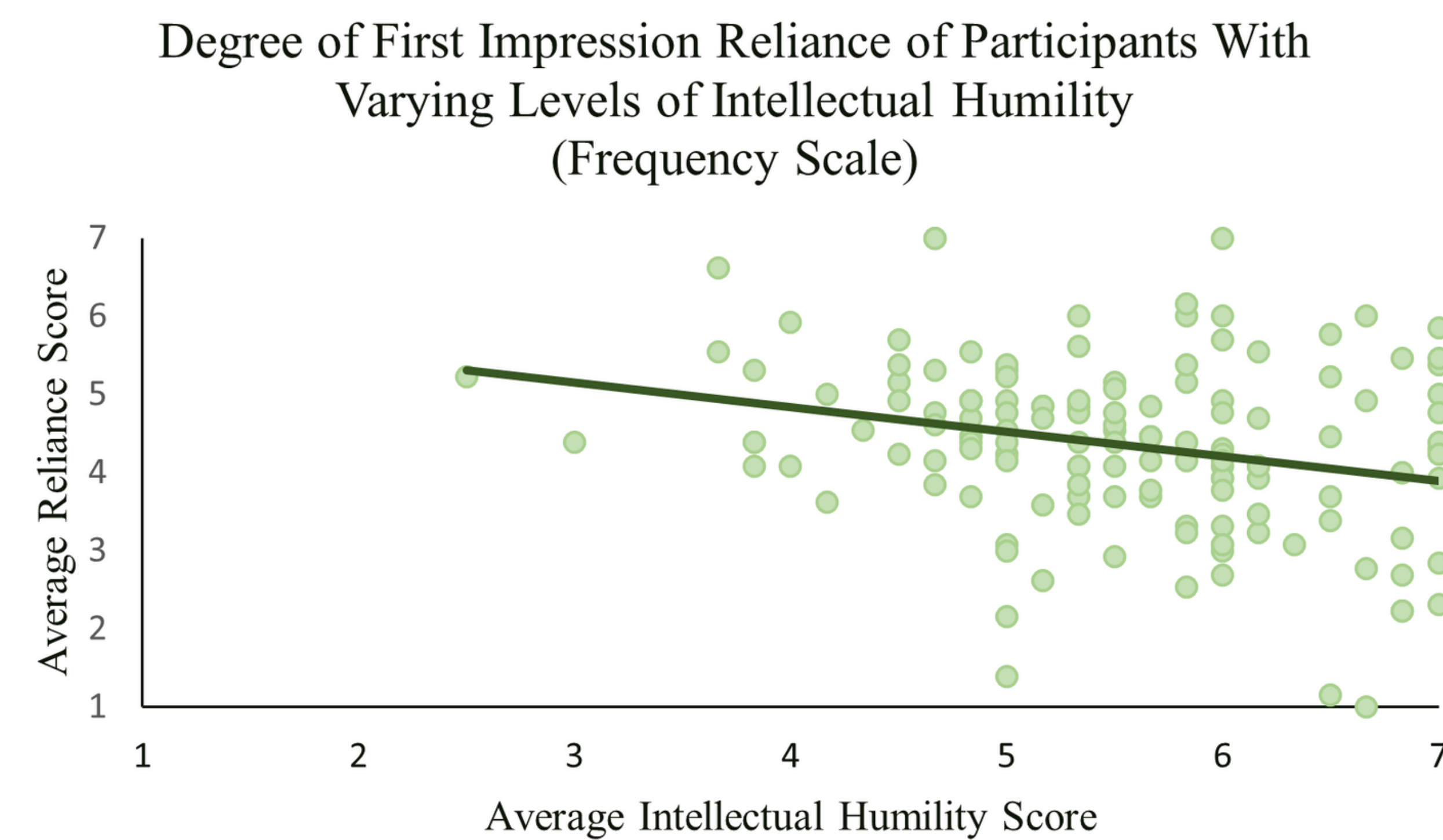


Figure 1. Average First Impression Reliance Score of each participant who was given the "Frequency" scale plotted against participant Intellectual Humility Scores. ( $r = -0.264$ ,  $p < 0.005$ )

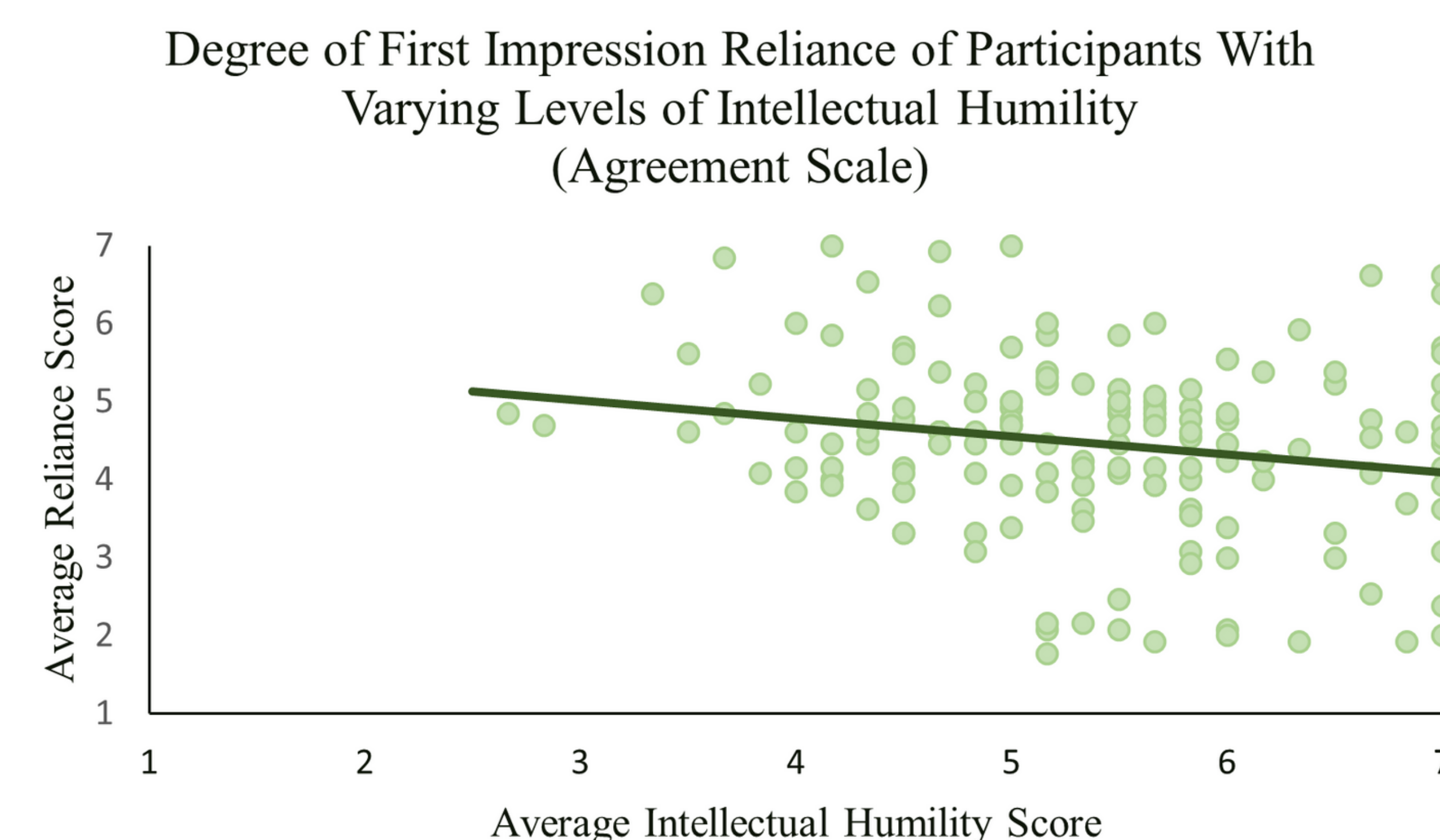


Figure 2. Average First Impression Reliance Score of each participant who was given the "Agreement" scale plotted against participant Intellectual Humility Scores. ( $r = -0.198$ ,  $p < 0.013$ )

### Results

- Participants with higher Intellectual Humility scores tended to have lower Reliance scores, as seen by the negative slope in the above two graphs.
- 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 two variables suggests one may exist, which is an idea to explore in later research.

### Conclusion:

*Individuals with higher Intellectual Humility tend to rely less on their first impressions of others in later interactions.*

### Discussion

- The conclusion that these two variables are related 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.
- Future research could be conducted to determine the effects of high First Impression Reliance and how to best promote Intellectual Humility to eliminate bias.

## References & Acknowledgements

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