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Astrid Schütz

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Early Life and Educational Background

Astrid Schütz was born on December 28, 1960 in Würzburg, Germany. She studied Psychology, Education, and Sociology at the University of Erlangen-Nürnberg, the University of Alabama, USA, and the University of Bamberg. In 1992, she completed her Ph.D. under the supervision of Lothar Laux. Her dissertation dealt with self-presentation in politics. She analyzed the election campaigns of Ronald Reagan and Walter Mondale as well as the Campaigns of Helmut Kohl and Johannes Rau with respect to self-presentation and identified tactics such as the “sandwich tactic” where criticism is both preceded by and followed by praise. She also studied defensive tactics in political scandals on the basis of the reactions of the accused during Uwe Barschel's “Waterkantgate” and Bill Clinton's “Monicagate” and the typical sequences involved in defensive reactions.

Professional Career

Astrid Schütz was a post-doctoral researcher at the University of Bamberg. With a fellowship from the Alexander-von Humboldt Foundation, she was a visiting post-doc at the University of Virginia in 1992 and at Case Western Reserve University 1998. During these visits, she conducted research with Bella DePaulo, Dianne Tice, and Roy Baumeister. She was appointed Professor of Personality Psychology and Assessment in 1999 at Chemnitz University of Technology, and in 2009 she was a visiting professor at the University of Huelva, Spain. In 2005, she was a visiting professor at the Centre of Self and Identity in Southampton collaborating with Constantine Sedikides. In 2011, she was appointed Chair of Personality Psychology and Psychological Assessment at the University of Bamberg and also became Head of the Competence Center for Applied Personnel Psychology.

She has authored or co-authored over 100 peer-reviewed article, more than 150 conference presentations, and over 90 book chapters. She has edited 10 volumes or books and authored or co-authored more than 20 books or psychometric tests. Among these is a textbook on personality psychology, a textbook on assessment and psychometric scales on and books for a general audience on self-esteem and emotional intelligence. Her publications have appeared in journals such as *Journal of Personality and Social Psychology*, *Personality and Social Psychology Bulletin*, *Journal of Personality*, *Journal of Research in Personality*, *European Journal of Personality*, and *Diagnostica*. She is an associate editor for the *Journal of Individual Differences* and *Frontiers in Psychology* and is on the editorial board for *Self and Identity*.

Research Interests

Astrid Schütz's research interests are in the realm of personality and social relationships. She has studied tactics of self-presentation in politics and suggested a taxonomy of assertive, defensive, protective, and aggressive tactics. In analyzing self-presentation on personal websites and comparing observer impressions with owner traits, she and her co-authors found that some traits, such as openness to experience, can more easily be inferred from personal websites than others such as agreeableness. In comparing ratings of the websites of people who were willing to participate in a survey and those who were not, she inferred that the people who were willing to participate in the surveys tended to be more open to experience and more agreeable than those who declined to participate.

Her research on emotional intelligence and social interaction across countries has shown that emotional intelligence is related to quality of interactions with friends as rated by respondents as well as their friends and that emotional intelligence is related to well-being in individualistic and collectivistic countries. In a study of couples, she found actor and partner effects of emotional intelligence on relationship satisfaction and commitment. The effect of emotional intelligence was mediated by perspective taking. She also found that a lack of emotional intelligence is linked with patterns of psychopathology and that high levels of EI help to detect irony. With her team, she tested the affective expectation model in a real-life context and found assimilation effects: positive expectations apparently do not spoil the experience. With respect to assessments of emotional competences, she published the German version of the Mayer Salovey Caruso Emotional Intelligence test (MSCEIT) and the self-reported emotional intelligence scale (SREIS). With her students, she also developed and evaluated face-to-face and online training programs to increase emotion perception and emotion regulation in others.

Astrid Schütz studies self-esteem based on self-reports but also based on indirect measures. She compared the psychometric properties of indirect measures such as the NLT, IAT, STIAT, and GNAT and found that the IAT fared best with respect to psychometric properties. She analyzed discrepancies between explicit and implicit self-esteem and observed that self-esteem discrepancies were associated with dysfunctional behaviors such as defensiveness and health problems. She identified two patterns of discrepancies: fragile self-esteem (high explicit and low implicit self-esteem) and damaged self-esteem (low explicit and high implicit self-esteem). With her co-authors, she tested whether people can fake the IAT and found that it can be faked to a certain degree. With hints, faking was easier, but people still found it challenging to fake high scores. She also published the German version of the Narcissistic Personality inventory (NPI) and showed that narcissists are not more risk-seeking overall but are less affected by demand characteristics in a given context.

With her team, Astrid Schütz has also conducted applied research with several organizations. She found that transformational leadership in orchestras increased perceived performance and satisfaction through reduced task and relationship conflict. In business, she also observed leader - follower crossover with respect to health: Associates of exhausted leaders reported more somatic complaints than others.

Selected Bibliography

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