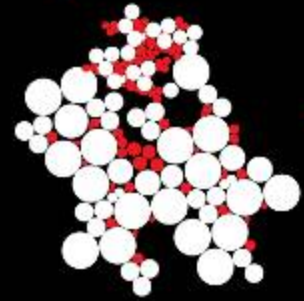


UNIVERSITEIT TWENTE.



IGS PhD Day presentation

18 October, 2012

Ellen Giebels



Career path

- 1987-1993 Work & organizational psychology
Social psychology
- 1993-1994 Post academic teaching institute (PAO)
- 1994-1999 PhD project (negotiations in organizations)
- 1997- Started working for the police
- 1997 Visiting lecturer QUT (Australia; 6 months)
- 1999-2000 Behavioral Science Unit – Belgian Federal Police

Career path

- 2000-2006 Assistant professor – Psychology, RuG
- 2006-2010 Associate professor – Psychology, UT
- 01-10 2010 Full professor Psychology of Conflict and Safety
- 01-01 2011 HoD Psychology of Conflict, Risk and Safety
- Own Master track (approx 25 students per year)
- Own research program (iCRiSP center)

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- **Confidential advisor**
- **Member cie Scientific Integrity**

Topic: Conflict – and crisismanagement

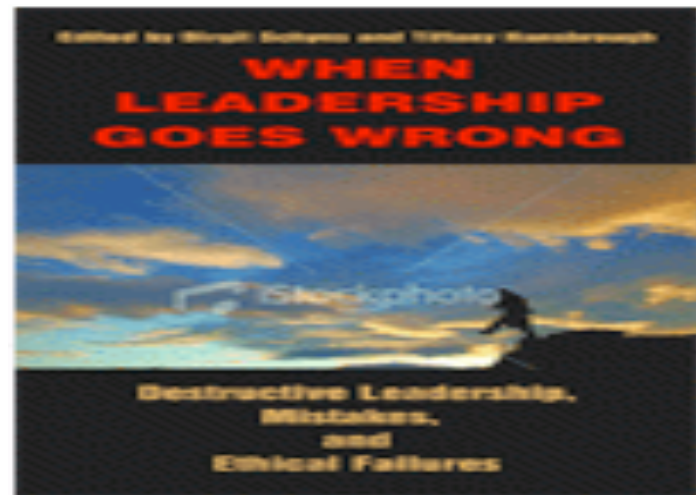
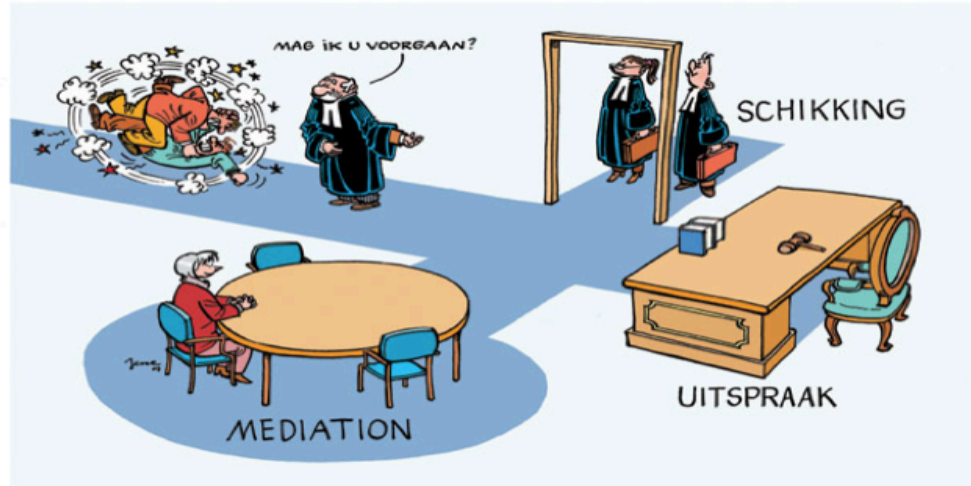


TABLE OF TEN

(GIEBELS & NOELANDERS, 2004; BEUNE, GIEBELS & SANDERS, 2009; BEUNE, GIEBELS & TAYLOR, 2011; BEUNE, GIEBELS, ADAIR, FENNIS, VAN OUDENHOVEN-VAN DER ZEE, 2011; GIEBELS & TAYLOR, 2009; GIEBELS & TAYLOR, IN PRESS)

Source-related

1. Being kind
2. Being equal
3. Being credible

Message-related

4. Emotional appeal
5. Intimidation
6. Imposing a restriction
7. Direct pressure
8. Legitimizing
9. Exchanging
10. Rational persuasion

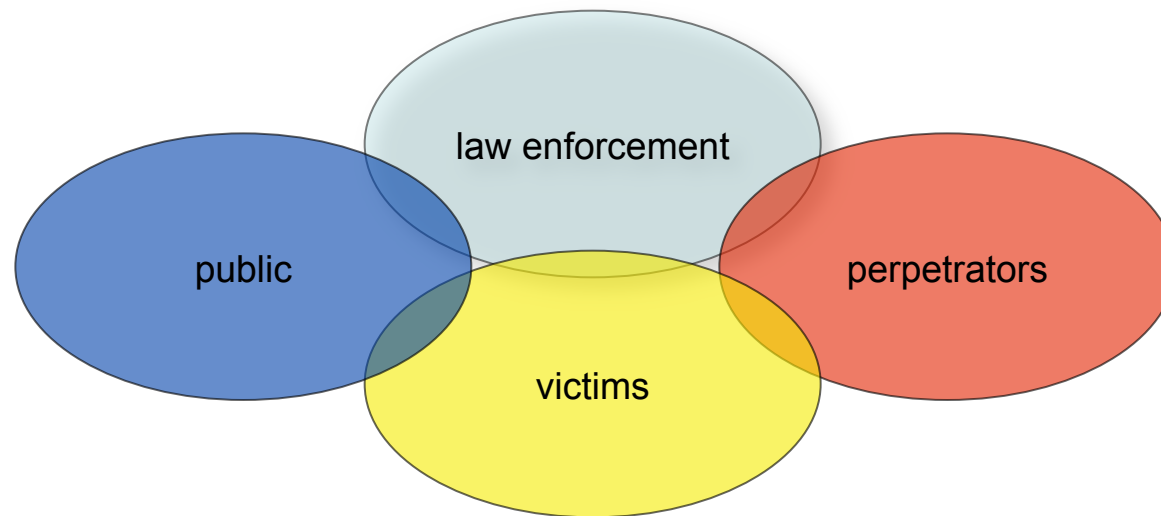
TABLE OF TEN

<i>Strategy</i>	<i>Principle</i>	<i>Description of Behaviour</i>
Being kind	Sympathy	All friendly, helpful behaviours
Being equal	Similarity	Emphasising something the parties have in common
Being credible	Authority	Showing expertise or proving you are reliable
Emotional appeal	Self-image	Playing on the emotions of the other
Intimidation	Deterrence / fear	Threatening consequences or accusing the other
Imposing a restriction	Scarcity	Stalling or making something available in a limited way
Direct pressure	Power of repetition	Exerting pressure in a neutral manner by being firm
Legitimizing	Legitimacy	Referring to what has been agreed on in society or with others
Exchanging	Reciprocity	Give-and-take behaviour
Rational persuasion	Cognitive consistency	Use persuasive arguments and logic

EXAMPLE OF TRANSCRIPT CODING (HN)

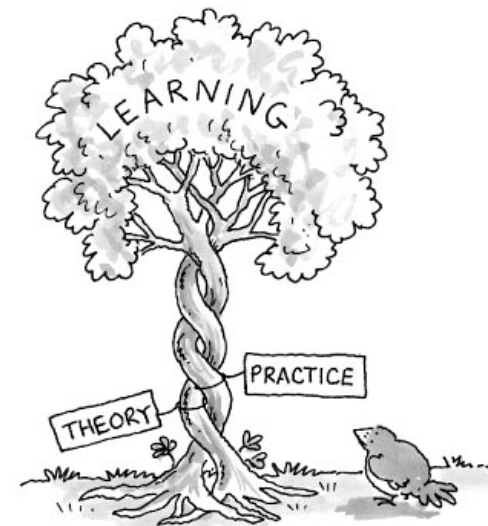
<i>Speaker</i>	<i>Message</i>	<i>Influence Tactic</i>
Police Neg.	Marco speaking.	
Perpetrator	Romeo here.	
Police Neg.	Romeo, how are you doing?	<i>Being kind</i>
Perpetrator	Do you have the 2 mil in cash ready?	
Police Neg.	I am working on it.	<i>Imposing a restriction</i>
Perpetrator	Don't fuck with me!	
Police Neg.	No, I'm not. But it is quite an amount of money and I have to make sure that people do not react suspiciously.	<i>Rational persuasion</i>
Perpetrator	Just 2 mil right away.	
Police Neg.	I'll do my best. Did I ever let you down before?	<i>Being credible</i>
Perpetrator	No, but ...	
Police Neg.	I would like to talk to Cindy when I have the money.	<i>Exchanging</i>
Perpetrator	That's ok	
Police Neg.	Is she ok? Please take good care of her.	<i>Emotional appeal</i>
Perpetrator	Yes.	
Police Neg.	Thanks. You and I, we will work this thing out together.	<i>Being equal</i>

Multi-party perspective (perspective taking)



Theory and practice

- Involve practice to identify relevant research questions
- Try to apply knowledge
- Doing research in practice is an intervention in itself

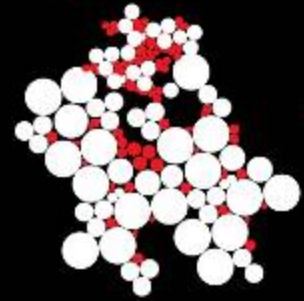


Tips

- Research = fashion
- Focus on development/be challenged
- work with people you are “in sync with”
- connect & make yourself visible, adapt
- work hard (power of deadlines!) and enjoy!



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Good luck with your projects!

