
Emotion Regulation Strategies and Interpersonal Perception in Social Interaction

Adrian Yupanqui

Psychology

Faculty Mentor: Sanjay Srivastava

Psychology

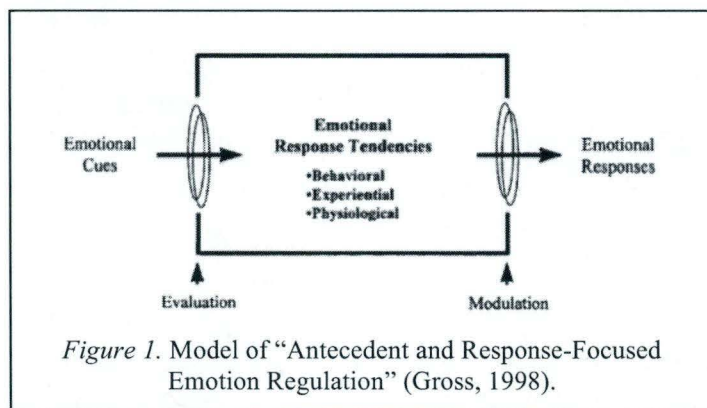
Introduction

As social creatures, the great majority of us need relationships, a feeling of community and some level of companionship. Without relationships, especially for long periods of time, there are negative impacts on a person's well-being that may lead to depression, lower self-esteem, increased perceived stress, and increased difficulty coping with stress (Baumeister, DeWall, Ciarocco, & Twenge, 2005; Buckley, Winkel, & Leary, 2004; Cacioppo, Hawkley, & Berndtson, 2003; Twenge, Baumeister, Tice, & Stucke, 2001). Social interaction is key for relationships to form and bonding to occur.

Important factors affecting the quality of social relation are emotions and their expression because they elicit positive and negative reactions from others. Someone who frequently experiences anger might be more likely to be excluded from social groups, a result that may lead to even more anger. The expression of emotions can affect likability (Labott, Martin, Eason, & Berkey, 1991). Facial expressions, tone, and inflection affect how people perceive meaning in an interaction, affecting its overall quality. A person's social support may be impacted either positively or

negatively with consequences on self-esteem, stress, and mental well-being. While emotions have an impact on social interaction, the way emotions are regulated affect social interaction as well.

To understand the effects of emotion regulation on social interaction, we must first understand the role emotion plays and what exactly emotions are. According to Gross (1998), an emotion is “a flexible response sequence that begins when an individual evaluates or appraises a situation that presents either challenges or opportunities.” Gross’s response-tendency perspective (Figure 1) is one way to better understand the way emotions work. An emotional cue represents the first step in the model and triggers the rest of the sequence. The cue is evaluated as relevant, important, and as something that will result either in a reward or a challenge. Next, the cue activates emotional response tendencies that may be physiological, experiential, or behavioral. After that stage, response modulation occurs, a phase that refers to “various kinds of attempts to influence emotion-response tendencies once they already have been elicited” (John & Gross, 2007). Finally, the emotion response is manifested in behavior.



There are two distinct categories of processes for emotion regulation: antecedent-focused and response-focused. Gross identifies five more

specific facets, four of which correspond to the antecedent-focused category and one to the response-focused category (Figure 2). Antecedent-focused processes refer to the voluntary or involuntary things we do before emotion-response tendencies are fully activated. Response-focused processes, in contrast, are those that occur once an emotion is underway and after the response tendencies have already been triggered (Gross, 1998; Gross & John, 2003; Srivastava, Gross, John, McGonigal, & Tamir, 2009).

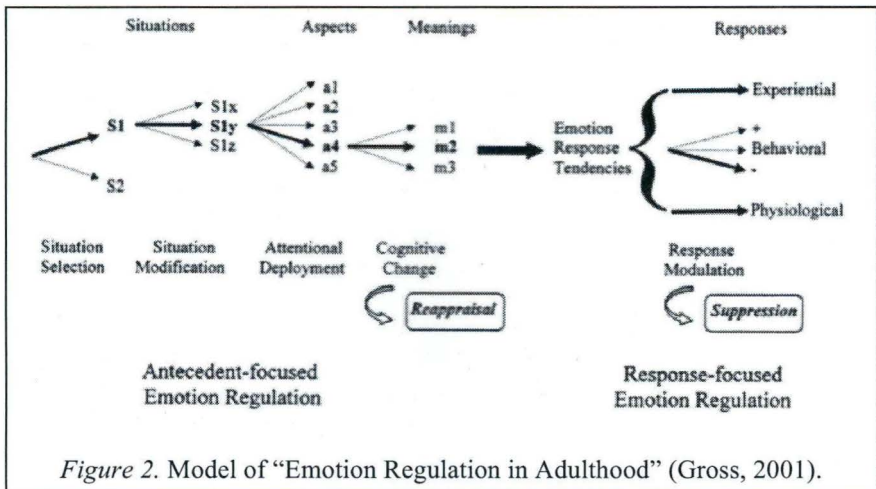


Figure 2. Model of "Emotion Regulation in Adulthood" (Gross, 2001).

In this study, we looked at one antecedent-focused strategy and one response-focused strategy. The antecedent-focused strategy was cognitive reappraisal, which involves actively keeping the emotion-eliciting event in mind while actively seeking other interpretations of its meaning and self-relevance (Gross, 2001). Socially, reappraisal is related to more frequent expression and greater intensity of positive emotions as well as being related to better interpersonal functioning (Gross, 2001).

The response-focused strategy was expressive suppression, which is the process of attempting to inhibit emotional expressions as they occur

(Srivastava et al. 2009; Butler, Eggless, Wilhelm, Smith, Erickson, & Gross, 2003; Gross, 1998). This strategy has different social impacts on the individual including lower social support, less closeness to others, and lower social satisfaction (Butler et al., 2003; Srivastava et al., 2009).

Emotional responses and tendencies affect social interaction directly. The way one person behaves and emotes has an effect on others involved in the interaction. In one study, participants watched a movie in the presence of a confederate who variously laughed, cried, or expressed no emotion. After the movie, a three-minute interaction between the participant and confederate revealed that criers were seen as more emotional and depressed than those who laughed. Generally, men appeared more likable when they cried while women were more likable when they did not (Labott et al., 1991).

To explore how emotion regulation relates to social interaction, a study by Srivastava et al. (2009) looked at the social costs of emotional suppression in students and their transition to college. They found that suppression levels predicted the levels of social support, closeness, and personal satisfaction. The more a person suppressed, the lower the levels on these variables were. A study by Butler et al. (2003) found similar effects of suppression in an experimental setting. Randomly assigning women into dyads, in which a woman was instructed to reappraise, suppress, or act normally, Butler et al. found suppression disrupted communication and magnified the blood pressure responses of the suppressor's partners. Also, Butler et al. found that suppression had a negative impact on the regulator's emotional experience and magnified her blood pressure while reducing rapport and inhibiting the formation of relationships.

Although the role of emotion regulation is clear, exactly how and why it specifically affects these changes is not. The phenomenon we studied to help answer these questions is interpersonal perception. Interpersonal

perception refers to the perceptions people have while interacting with one another; i.e., how people see each other and how they are seen in different ways (Kenny, 1994). These perceptions affect the behavior and impressions people have of each other while interacting. Interpersonal perceptions are partially based on behavior, an arena in which emotions and emotion regulation play important roles. If a person is laughing at a certain moment, it will give a distinct impression that suppressing that expression, for example, would not. Emotion regulation would then have an impact on what someone perceives and how the person reacts.

The Social Relations Model, devised and developed by Kenny (1994), is a helpful tool to understand how these two phenomena affect one another. In Kenny's model, a perceiver's perception comprises three effects: perceiver, target, and relationship. The two relevant effects in this study are target effects and perceiver effects. A target effect refers to how a person is seen by people in general. A perceiver effect refers to how a person sees other people in general. With those ideas in mind, we can find out how emotion regulation affects social interaction by looking at how both reappraisers and suppressers perceive and are perceived by others.

The Present Study

Both suppression and reappraisal have been studied systematically in solitary situations (Gross, 1998; Gross, 2001). In addition to studying solitary situations, researchers have studied suppression in terms of social and personal outcomes in social exchanges between dyads, but not extensively (Butler et al., 2003). Initial interactions sometimes occur in dyads but first-time interactions may occur just as frequently, if not more so, within small groups.

We wanted to measure the individual differences in emotion regulation strategies and their effects on participants' perceptions and behavior in group

interactions with three to five people. The Big Five Inventory (BFI) is used to measure personality through five different dimensions: Extraversion, Agreeableness, Openness, Conscientiousness, and Neuroticism. Participants' perceptions of each other and of themselves were measured using these five traits. We predicted that suppression affects the behavior of suppressors behavior, causing them to be perceived (target effect) as low in openness and extraversion and high in neuroticism. Second, we predicted that suppression will affect how suppressors perceive others, leading them to view others (perceiver effect) as low in agreeableness and conscientiousness. Third, we predicted that reappraisal will have an effect on regulators, who would perceive others as high in agreeableness and conscientiousness (a perceiver effect), and who would be perceived by others as high in agreeableness and conscientiousness (a target effect).

Method

Participants and Procedure

The participants were 255 University of Oregon students who were recruited through the Human Subjects Pool system for which they received class credit. Groups of three to five participants came to the lab space and began by reading and signing the statement of informed consent. They then completed a pre-questionnaire packet that was a compilation of questionnaires, including the Big Five Inventory and Emotion Regulation Questionnaire.

The next part of the study had the participants move to a round table to interact. Name tags were passed out and participants were asked to say their names for the group. Subjects participated in two formats: a Self-Disclosure group and a Leaderless Group Discussion.

In the self-disclosure format, participants were given 12 index cards, each with a question to help them get to know one another. The questions

are drawn from those devised by Aron, Melinat, Aron, Vallone, & Bator (1997) and designed to promote feelings of closeness through reciprocal self-disclosure. Participants had 20 minutes to interact, though it was not necessary for them to finish all the questions in that time limit.

In the Leaderless Group Discussion, there were added measures of hyper-competitiveness in the pre- and post-questionnaires. Also, the interaction was different from the Self-Disclosure group format. Participants were told they were all part of a committee that gave a monetary prize to worthy members of a community. They each were given a person to represent and for whom to lobby for the prize. They were told the money could go to as many people they thought were deserving and could be divided in whatever way they would like. They had 20 minutes to reach a consensus on how they were going to split the prize.

Following the interaction, the participants were asked to give everyone a different numerical rating for each person in each subset of scoring criteria. For example, when participants rated whether others in the group were agreeable, they would assign a different number for each person; there would be no ties. This procedure allowed for a bigger difference in the contrast of rating each person and because people, even if they are similar, do not have equal amounts of a certain trait. Once the questionnaire was completed, participants handed it in to be checked for accidental omissions. Once everyone was finished, they were orally debriefed on the study.

Measures

Participants rated one another on the Big Five personality traits, using two items per trait. Extraversion was measured with the items "Is outgoing, sociable" and "Is reserved," Agreeableness was measured with items "Can be cold and aloof" and "Is generally trusting," Openness was

measured with items “Has an active imagination” and “Has few artistic interests,” Conscientiousness was measured with items, “Does a thorough job” and “Tends to be lazy,” and Neuroticism was measured with items, “Gets nervous easily” and “Is relaxed, handles stress well.” Each item was rated on a scale from 0 to 10, with higher numbers indicating greater agreement.

The perceiver and target effects were calculated using formulas derived by Warner, Kenny, and Stoto (1979). For each individual, the five perceiver effects (one for each personality trait) are based on the average of how that individual rated everyone else in the group. The five target effects are based on the average of how everyone else in the group rated that individual. Self-ratings are excluded from the calculations.

Results

Zero-order correlations between Emotion Regulation and BFI components provided a way to check for replication of previous studies (such as Gross & John, 2003). We then turned to our central research questions, testing whether reappraisal and suppression predicted self, target, and perceiver scores in different models.

Preliminary Analyses

Zero-order correlations between individual differences in emotion regulation and Big Five personality traits (Table 1) provide evidence that the results of the current study replicated previous findings about the effects of reappraisal and reappraisal on the BFI traits of the regulator (Gross & John 2003). As expected, the analysis of the data revealed a significant negative correlation between suppression and extraversion ($r = -.47, p < .05$) and a significant positive correlation between suppression and agreeableness ($r = .19, p < .05$).

Do Reappraisal and Suppression Relate to Self-Perceived Personality?

The study used three models for each perceived personality rating. The first model focused on reappraisal and suppression to see if they predicted participants' self-perceptions. A significant effect of reappraisal or suppression would mean that perceivers generally saw themselves as especially high or low on that personality trait. In the second model we added the pretest BFI variables as controls. With these controls included in the model, a significant effect of reappraisal or suppression would mean that participants saw themselves as especially high or low on the personality trait during the group interaction, beyond how they generally saw themselves. The third model used perceiver and target scores as controls to see if self-perceptions can be predicted by how participants see and are seen by others. With these controls included, a significant effect of reappraisal or suppression would mean that participants see themselves as uniquely high or low in that personality dimension, above and beyond how other people see them and how they see other people (Kwan, Kenny, Robins, John, & Bond, 2004). These analyses are reported in Table 2.

Extraversion. This analysis explored whether emotion regulation variables predicted self-perceptions. In Model 1, reappraisal was not a significant predictor of how participants saw themselves in general. Suppression, however, was significant ($\beta = -.31$, $t = -.10$, $p < .05$) indicating that suppressors see themselves as generally less extraverted. In Model 2, BFI Extraversion (measured at pretest) was a significant predictor of how participants viewed themselves during the interaction. But, reappraisal and suppression did not predict self-perceived extraversion over and above the pretest measure. In the third model, self-reported extraversion was significantly associated with the perceiver effect, which is a measure of the way the regulator typically sees others, and significantly associated with the target effect, which is a measure of how the regulator is typically

seen by others. Furthermore, suppression was significantly associated with self-perceived extraversion ($\beta = -.19$, $t = -3.46$, $p < .05$), indicating that participants saw themselves as less extraverted the more they suppressed during the interaction, independent from how others saw them and how they saw others.

Agreeableness. In Model 1, reappraisal was not significant but suppression ($\beta = -.15$, $t = 2.45$, $p < .05$) was significantly associated with how participants typically saw themselves; that is, suppressors saw themselves as typically less agreeable. In Model 2 of this analysis, BFI Agreeableness was a significant predictor of how participants viewed themselves during the interaction, but neither reappraisal nor suppression were significant predictors. In Model 3, only self-perceived agreeableness was significantly associated with the perceiver effect; neither suppression nor reappraisal was significant in this model.

Openness. In Model 1, reappraisal was not a significant predictor. Suppression, on the other hand, was significant ($\beta = -.09$, $t = -2.73$, $p < .05$), indicating that suppressors saw themselves as generally less open. In Model 2, BFI Openness was a significant predictor. Reappraisal and suppression again were not. In Model 3, self-perceived openness was significantly associated with the perceiver effect and target effect. Self-perceived openness was also significantly associated with suppression ($\beta = -.13$, $t = -2.22$, $p < .05$), showing that as levels of suppression rose, participants saw themselves as less agreeable during the interaction, over and above how they saw and were seen by others.

Conscientiousness. In Model 1, neither reappraisal nor suppression were significant. BFI Conscientiousness was a significant predictor in Model 2, while reappraisal and suppression were not. Model 3 indicated that the perceiver and target effects are significantly associated with self-perceived Conscientiousness. Suppression or reappraisal, however, were

not significant predictors.

Neuroticism. Model 1 showed reappraisal was not a significant predictor, but suppression was significantly associated with how neurotic participants saw themselves in general and indicating that suppressors saw themselves as typically more neurotic. In Model 2, BFI Neuroticism was a significant predictor of how participants viewed themselves during the interaction. Suppression, however, was significantly associated with self-perceived neuroticism ($\beta = .14$, $t = 2.33$, $p < .05$). This indicates that a participant's level of neuroticism rose during the interaction as levels of suppression rose. In Model 3, self-perceived neuroticism was significantly associated with both the perceiver and target effects. In contrast, however, neither reappraisal nor suppression were significant predictors.

Self-perceptions: summary of findings

In these analyses we found reappraisal was not significantly associated with self-perceptions. Also, we found that suppression was associated with seeing the self as less agreeable in general as well as less extraverted, less open, and more neurotic. That finding was consistent both in general and in self-perceptions predicting how participants see themselves and were seen by others.

Do Reappraisal and Suppression Relate to Perceptions of Others' Personalities?

We ran three models for each perceiver personality rating. The first two were similar to the first two models of self-perceptions. The third model used self-perceptions as a control, and reappraisal and suppression as independent variables to see if they predicted participant perceptions of others in relation to participant views of themselves. A significant effect of reappraisal or suppression in this model indicates that perceivers perceive others as uniquely high or low in that personality dimension regardless of

how they see themselves. These three models are presented in Table 3.

We expected suppression to be a significant predictor of whether participants perceived others as having lower levels of agreeableness and conscientiousness. In turn, we expected reappraisal to be a significant predictor of whether participants perceived others as having higher levels of agreeableness and conscientiousness.

Across all traits and models, neither suppression nor reappraisal was significantly associated with any of the perceiver effects. Therefore, we concluded suppression and reappraisal had no significant effect on predicting how participants perceived others.

Do Reappraisal and Suppression Relate to Others' Perceptions of an Individual's Personality?

The study used three models for each target personality rating that were similar to those used in the previous analyses, except that we looked for predictors associated with how participants were viewed by others. (See Table 4.) We predicted that those with higher levels of suppression would be seen as having lower levels of extraversion and openness. We also predicted that reappraisers would be seen as having higher levels of agreeableness and conscientiousness.

Extraversion. In Model 1, reappraisal was not a significant predictor of a target effect. Suppression, however, was significantly associated with how extraverted targets were ($\beta = -.25$, $t = -4.05$, $p < .05$). The finding indicates that those with higher levels of suppression were seen as generally being less extraverted. In Model 2, BFI Extraversion was a significant predictor of target effect, but reappraisal and suppression were not. This meant the target effect was consistent with suppressors' stable self-reports of the initial BFI variables and causing the effect of the BFI to disappear. In Model 3, self-perceptions of extraversion were a significant predictor of

how participants were seen by others in relation to how those perceivers saw themselves and their levels of extraversion.

Agreeableness. In Model 1, reappraisal was not a significant predictor. Suppression, however, was a significant predictor of how targets are seen by others ($\beta = -.20$, $t = -3.20$, $p < .05$), indicating that participants who more frequently used suppression were generally seen as being less agreeable than others. Model 2 showed BFI Agreeableness as significantly associated with how participants were seen by others during the interaction. Reappraisal was not significant but suppression ($\beta = -.19$, $t = -2.95$, $p < .05$) was a significant predictor of a target effect, indicating that others see suppressors as less agreeable during the interaction, a finding distinct from how they generally are seen. In Model 3, self-perceptions were a significant predictor of how participants were seen by others. Reappraisal was not significant while suppression was ($\beta = .16$, $t = -2.63$, $p < .05$), indicating that suppressors were seen as being uniquely lower in agreeableness during the interaction compared with how agreeable perceivers saw themselves.

Openness. In Model 1 neither reappraisal nor suppression were significant. BFI Openness was a significant predictor of how targets were seen during the interaction in Model 2, but reappraisal and suppression were not significant. In Model 3, neither self-perceptions of openness, reappraisal, nor suppression were significant predictors.

Conscientiousness. Neither reappraisal nor suppression were significant predictors in Model 1. In Model 2, BFI Conscientiousness was a significant predictor of how participants were seen by others during interaction but reappraisal and suppression were not. Self-perceptions of conscientiousness was a significant predictor in Model 3 but reappraisal and suppression were not significantly associated.

Neuroticism. In Model 1, reappraisal was not a significant predictor of a target effect but suppression ($\beta = .18$, $t = 2.82$, $p < .05$) was. Model 2

showed neither BFI Neuroticism nor reappraisal as significant predictors but suppression ($\beta = .17$, $t = 2.73$, $p < .05$) was significantly associated with a target effect. This means suppressors were seen by others as having higher levels of neuroticism during the interaction, beyond how they are generally seen. In Model 3, self-perceptions of neuroticism was a significant predictor while reappraisal was not. Suppression, however, was a significant predictor of how targets were seen by perceivers in relation to how perceivers saw themselves. Therefore, suppressors were seen as being higher in neuroticism than perceivers in relation to how perceivers saw their own levels of neuroticism.

Target scores: summary of findings

In these analyses we found suppressors were seen as less extraverted in general and less extraverted than the perceivers saw themselves. Also, suppressors were seen as less agreeable and more neurotic in general, in the interaction beyond how they were seen in general, and in relation to how perceivers saw themselves.

Differences Between the Leaderless Group Discussion and the Self-Disclosure Group

In these analyses, we looked for differences in any of the previous analyses between those in the Leaderless Group Discussion and those in the Self-Disclosure group. Only one difference emerged. In the leaderless group discussion, suppressors were perceived as less conscientious; but in the disclosure condition, suppression was not associated with conscientiousness. This could be attributed to the nature of the hyper-competitive task in the Leaderless Group Discussion, having suppressors seem less conscientious as they were doing what they could to have the outcome be to their favor. This is illustrated in Chart 1.

Discussion

In the analyses, we used three different models to test the predictive capabilities of reappraisal and suppression on self, target, and perceiver scores in each of the Big Five factors. We hypothesized that suppression would affect both target effects and perceiver effects, causing suppressors to be perceived as low in openness and extraversion but high in neuroticism. We also hypothesized that reappraisal would affect both target and perceiver effects, causing reappraisers to be seen as high in agreeableness and conscientiousness and to see others as high in agreeableness and conscientiousness.

Summary of Major Findings

The examination of perceiver effects revealed no effects of emotion regulation. Self-perceptions showed that suppressors saw themselves as less agreeable in general, as well as less extraverted and less open in general and in the interaction. The examination of target effects revealed that suppressors were seen as less extraverted, less agreeable, and more neurotic.

Why were there no effects of emotion regulation on perceiver effects?

We found that emotion regulation showed no effect on perceiver effects. It could be that emotion regulation strategies simply do not have any effect on how people see others. A different mechanism may be used in perceiving others. That mechanism may not be affected by emotion regulation but may only affect behavior and, consequently, how regulators are perceived. It could also be that an effect exists but is subtle. Possibly a larger sample size could yield a more significant relationship.

Why were there no effects of reappraisal on target effects?

The results showed no effect of reappraisal on how participants were

seen by others in any of the models. Reappraisal might have no effect on target effects, or its effect may be difficult to measure because it is so internal that it lacks any external sign for others to detect.

Interpreting effects of suppression on target effects

In the analyses we found that suppressors were seen as less extraverted, more neurotic, and less agreeable. But the differences in self-perceptions and target effects stood out. For extraversion levels, both high and low perceivers saw suppressors in general in ways that were consistent with self-reported stable personality traits. In other words, both groups agreed on the levels of extraversion suppressors exuded in general. Perceivers also saw suppressors as less extraverted compared with the way perceivers saw themselves.

The evidence revealed another type of consistency between perceivers and suppressors and their views about the neuroticism of suppressors based on self-reported behavior during the interaction. Suppressors felt they were more neurotic in the interaction than they are in general. Perceivers, however, saw suppressors as high in neuroticism both in general and as uniquely high during the interaction. Both groups, therefore, agreed that suppressors were high in neuroticism during the interaction. Suppressors, however, felt they were more uncharacteristically neurotic during the interaction than they were in general, while perceivers saw suppressors as being generally neurotic as well. Perceivers also saw suppressors as more neurotic in relation to how perceivers saw themselves.

In contrast to these two types of consistencies, we found none in the relationship between agreeableness and self-reported personality. We found that perceivers saw suppressors as less agreeable in general, uniquely low in agreeableness during the interaction, over and above how perceivers saw suppressors in general, and less agreeable in relation to

how the perceivers saw themselves. Those levels of disagreeableness were inconsistent with levels reported by suppressors who perceived themselves as somewhat low in agreeableness in general but seemed unaware of how low their levels of agreeableness actually were, both in general and during the interaction.

These findings help us understand why suppressors have difficulties in building rapport and forming relationships as well as why suppressors might have lower social support, feel less closeness to others, and have lower social satisfaction (Butler et al., 2003; Srivastava, et al. 2009). As Srivastava et al. found, the more a person suppressed, the lower the levels of social support, closeness, and personal satisfaction. The results of the current study help explain the social difficulties that suppressors encounter. Generally, the more a person suppressed, the more neurotic and less agreeable that person was during interactions. While suppressors might recognize their neuroticism during the interaction, they would have no knowledge of their lack of agreeableness, a factor that made others less likely to continue interactions or seek further interactions with them. These same reasons could explain why suppression inhibited attempts to form relationships and reduced rapport among the participants in the Butler et al. study (2003).

Future Directions

While we found how emotion regulation strategies affect social interaction, more questions were brought up by these findings. A replication would be helpful to check the consistency of these findings. One useful modification might be to add the use of confederates who are instructed to use either strategy during the interaction. A different design might be necessary to look at why reappraisal showed no effect on target effects or why neither emotion regulation strategy showed any effect on perceiver

effects.

Another direction of interest would be to find why there is such a difference between how agreeable suppressors think they are, both in general and in interactions, and how disagreeably they actually behave both in general and in interactions.

A limitation to this study could be the rapidly increasing intimacy for which the questions called during the interaction and the level of acquaintance between participants. Rapidly increasing intimacy might not phase suppressors as much in a comfortable environment, either with people they already know or with less intimate questions. The intimacy of the questions could have caused added anxiety to an already anxious, introverted suppressor.

These findings could also be of use within the mental health fields by helping suppressors recognize that the level of agreeableness they show is different from the level they experience or think they show. An exploration of that difference could help suppressors be better perceived in social interactions, enhance their possibilities of social support, and raise their feelings of closeness to others.

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Charts and Tables

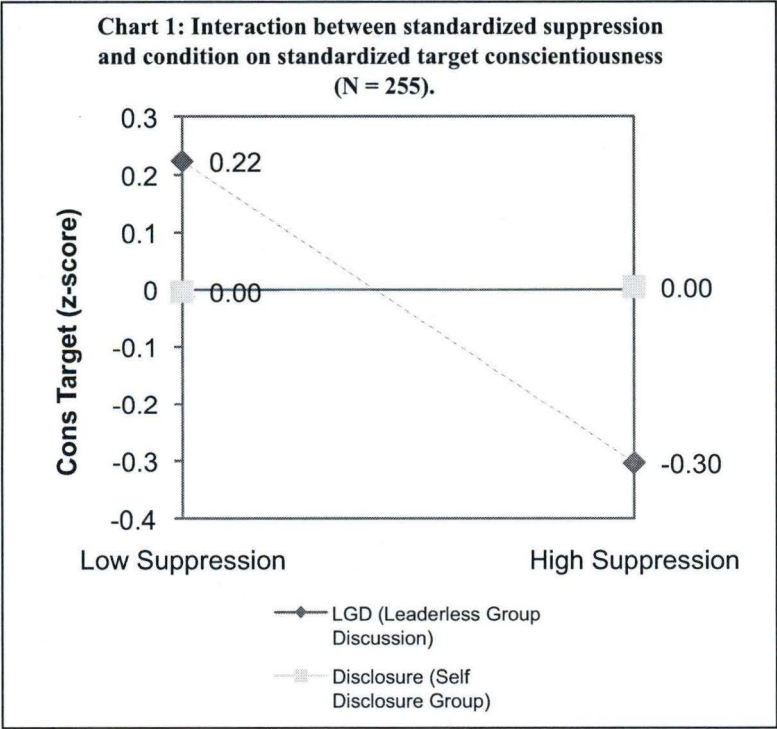


Table 1: BFI and Emotion Regulation Correlations Matrix

	Extraversion	Agreeableness	Openness	Conscientiousness	Neuroticism
Suppression	-.47*	-.16*	-.14*	-.18*	.12*
Reappraisal	.14*	.19*	.10	.18*	-.36*
N = 255		*p < .05			

Table 2: Coefficients of the relationship between self scores with BFI, emotion regulation, perceiver, and target scores			
Outcome	Predictors	β	t
Extraversion	Model 1		
	Reappraisal	.07	1.17
	Suppression	-.31	-5.10*
	Model 2		
	BFI Extraversion	.55	-5.19*
	Reappraisal	.03	9.49
	Suppression	-.06	-1.04
	Model 3		
	Perceiver Score of Extraversion	.18	3.36*
	Target Score of Extraversion	.41	7.41*
Agreeableness	Reappraisal	.03	.58
	Suppression	-.19	-3.46*
	Model 1		
	Reappraisal	-.15	.88
	Suppression	-.15	-2.45*
	Model 2		
	BFI Agreeableness	.44	7.62*
	Reappraisal	-.02	-.31
	Suppression	-.09	-1.57
	Model 3		
Openness	Perceiver Score of Agreeableness	.30	4.98*
	Target Score of Agreeableness	.16	2.63
	Reappraisal	.03	.46
	Suppression	-.12	-2.03
	Model 1		
	Reappraisal	.05	.71
	Suppression	-.09	-2.73*
	Model 2		
	BFI Openness	.57	10.91*
	Reappraisal	-.00	-.08
Openness	Suppression	-.10	-1.91
	Model 3		
	Perceiver Score of Openness	.17	2.83*
	Target Score of Openness	.25	4.13*
	Reappraisal	.05	.88
	Suppression	-.13	-2.22*

Table 2 continued

Outcome	Predictors	β	t
Conscientiousness	<i>Model 1</i>		
	Reappraisal	.08	1.24
	Suppression	-.08	-1.30
	<i>Model 2</i>		
	BFI Conscientiousness	.50	8.97*
	Reappraisal	.01	.11
	Suppression	-.01	-.12
	<i>Model 3</i>		
	Perceiver Score of Conscientiousness	.30	5.05*
	Target Score of Conscientiousness	.24	4.02*
Neuroticism	Reappraisal	.03	.57
	Suppression	-.07	-1.25
	<i>Model 1</i>		
	Reappraisal	-.10	-1.43
	Suppression	.16	2.60*
	<i>Model 2</i>		
	BFI Neuroticism	.38	6.10*
	Reappraisal	.04	.60
	Suppression	.14	2.33*
	<i>Model 3</i>		
	Perceiver Score of Neuroticism	.17	2.94*
	Target Score of Neuroticism	.31	5.20*
	Reappraisal	-.09	-1.53
	Suppression	.11	1.77
N = 255		*p < .05	

Table 3: Coefficients of relationship between perceiver scores with emotion regulation, BFI, and self scores			
Outcome	Predictors	β	t
Extraversion	<i>Model 1</i>		
	Reappraisal	.06	.90
	Suppression	-.09	-1.47
	<i>Model 2</i>		
	BFI Extraversion	.20	2.90*
	Reappraisal	.04	.65
	Suppression	-.01	-.36
	<i>Model 3</i>		
	Self Score of Extraversion	.29	4.59*
	Reappraisal	.04	.59
	Suppression	-.00	-.06
Agreeableness	<i>Model 1</i>		
	Reappraisal	.08	1.29
	Suppression	-.00	-.02
	<i>Model 2</i>		
	BFI Agreeableness	.00	.17*
	Reappraisal	.05	.83
	Suppression	.02	.38
	<i>Model 3</i>		
	Self Score of Agreeableness	.36	6.00*
	Reappraisal	.62	1.04
	Suppression	.05	.89
Openness	<i>Model 1</i>		
	Reappraisal	-.07	-1.02
	Suppression	-.77	-1.21
	<i>Model 2</i>		
	BFI Openness	.04	.64
	Reappraisal	-.07	-1.07
	Suppression	-.07	-1.12
	<i>Model 3</i>		
	Self score of Openness	.22	3.48*
	Reappraisal	-.08	-1.2
	Suppression	-.04	-.63

Table 3 continued

Outcome	Predictors	β	t
Conscientiousness	<i>Model 1</i>		
	Reappraisal	.11	1.70
	Suppression	.05	.75
	<i>Model 2</i>		
	BFI Conscientiousness	.14	2.15*
	Reappraisal	.08	1.37
	Suppression	.07	1.07
	<i>Model 3</i>		
	Self Score of Conscientiousness	.33	5.53*
Neuroticism	Reappraisal	.08	1.35
	Suppression	.08	1.24
	<i>Model 1</i>		
	Reappraisal	-.10	-1.55
	Suppression	.02	.32
	<i>Model 2</i>		
	BFI Neuroticism	.06	.91
	Reappraisal	-.08	-1.16
	Suppression	.02	.25
	<i>Model 3</i>		
	Self Score of Neuroticism	.22	3.49*
	Reappraisal	-.08	-1.30
	Suppression	-.02	-.24
N = 255		*p < .05	

Table 4: Coefficients of relationship between target scores with emotion regulation, BFI, and self scores

Outcome	Predictors	β	t
Extraversion	<i>Model 1</i>		
	Reappraisal	.07	1.19
	Suppression	-.25	-4.05*
	<i>Model 2</i>		
	BFI Extraversion	.37	5.63*
	Reappraisal	.04	.76
	Suppression	-.09	-1.31
	<i>Model 3</i>		
	Self Score Extraversion	.47	8.15*
	Reappraisal	.04	.73
	Suppression	-.11	-1.84
Agreeableness	<i>Model 1</i>		
	Reappraisal	.02	.35
	Suppression	-.20	-3.20*
	<i>Model 2</i>		
	BFI Agreeableness	.10	1.54
	Reappraisal	.01	.09
	Suppression	-.19	-2.95*
	<i>Model 3</i>		
	Self Score Agreeableness	.03	.25*
	Reappraisal	.01	.13
	Suppression	-.16	-2.63*
Openness	<i>Model 1</i>		
	Reappraisal	.02	.33
	Suppression	-1.00	-1.61
	<i>Model 2</i>		
	BFI Openness	.27	4.37*
	Reappraisal	-.00	.06
	Suppression	-.07	-1.11
	<i>Model 3</i>		
	Self Score Openness	.28	4.62
	Reappraisal	.01	.12
	Suppression	-.05	-.87

Table 4 continued

Outcome	Predictors	β	t
Conscientiousness	<i>Model 1</i>		
	Reappraisal	.06	.92
	Suppression	-.10	-1.53
	<i>Model 2</i>		
	BFI Conscientiousness	.19	2.94*
	Reappraisal	.03	.50
	Suppression	-.07	-.11
	<i>Model 3</i>		
	Self Score Conscientiousness	.28	4.58*
Neuroticism	Reappraisal	.04	.60
	Suppression	-.07	-1.22
	<i>Model 1</i>		
	Reappraisal	.06	.89
	Suppression	.18	2.82*
	<i>Model 2</i>		
	BFI Neuroticism	.08	1.26
	Reappraisal	.08	1.26
	Suppression	.17	2.73*
	<i>Model 3</i>		
	Self Score Neuroticism	.33	5.55*
	Reappraisal	.09	1.43
	Suppression	.12	2.05*
N = 255		*p < .05	