

You are kindly invited to the public defense to obtain the degree of

DOCTOR OF PSYCHOLOGY

of drs. Theresa Leyens

Which will take place on **December 12, 2024**, at **3:30 pm CET**
in room **I.2.03** – [VUB Main Campus Brussels](#)
Pleinlaan 2 – 1050 Brussel
Or if you wish to attend online, click here to [join the meeting](#)

CONTEXTUALIZING PERSONALITY ASSESSMENT: EXPLORING THE PREDICTIVE VALIDITY OF BEHAVIORAL SIGNATURES

JURY

INTERN:

Prof. Dr. Gina Rossi (Chair)
(*Vrije Universiteit Brussel, Belgium*)

Prof. Dr. Jasmine Vergauwe
(*Vrije Universiteit Brussel, Belgium*)

EXTERN:

Prof. Dr. Nadin Beckmann
(*Durham University, United Kingdom*)

Prof. Dr. Filip de Fruyt
(*Ghent University, Belgium*)

PROMOTOR(S)

Prof. Dr. Joeri Hofmans
(*Vrije Universiteit Brussel, Belgium*)

Dr. Joanna Ritz
(*Universiteit van Amsterdam,
The Netherlands;
Boston Consulting Group, Germany*)

Coming by car? Please [register your license plate](#) in advance to have access to the campus.

You are also invited to the reception afterwards.

Please confirm your attendance before December 7, 2024, via [this link](#).

If you already did and you have any questions, please contact theresa.leyens@vub.be.

SUMMARY

Traditionally, researchers have focused on mean or aggregated personality scores when predicting behavior. In recent years, however, a more dynamic approach to personality has gained momentum, thereby acknowledging momentary, context-dependent behavioral fluctuations across situations. Building on these advances, this thesis investigates the predictive validity of *behavioral signatures*, i.e., patterns of intraindividual behavioral variability across different situations. Results show that the pattern approach has the potential to lead to more accurate predictions of future behavior compared to relying on aggregated scores alone. Overall, our findings emphasize the importance of moving beyond mean scores and acknowledging (the predictive value of) Person x Situation interactions.

CURRICULUM VITAE

Theresa Leyens was born in Ludwigshafen, Germany, on March 22, 1992. She earned her Master's degree in Work and Organizational Psychology from the Vrije Universiteit Brussel, Belgium, in July 2020. In November 2020, she began her PhD at the same institution under the supervision of Prof. Dr. Joeri Hofmans and Dr. Joanna Ritz. Her research explores contextualized assessments of personality (at work) by testing the predictive validity of intraindividual behavior patterns. Theresa's work has been published in peer-reviewed journals and presented at international conferences.