WHAT TYPES OF STATUS MATTER? CONSENSUS, ACCURACY, AND PERSONALITY ANTECEDENTS OF A TWO-COMPONENT MODEL OF STATUS

by

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A THESIS

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Antecedents of a Two-Component Model of Status

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In social hierarchies, people are organized based on their status, which is determined by the judgments of others and has two components: respect and influence. The focus of this work was to understand the relationship and effects of these components in interpersonal perceptions. We tested three hypotheses: 1) Self-reports, perceptions, and target effects of respect and influence will be associated such that individuals who are perceived as having greater respect will also be perceived as having higher levels of influence; 2) Others will agree about who has respect and influence in a group (consensus), and will also agree about their own relative respect and influence in the group (accuracy); 3) Personality traits will predict who attains status. To test these hypotheses, we had groups of four to six individuals (N = 225) complete a leaderless group decision-making task and then provide ratings about the status and personality of each of the other members of the group. We find support for the relationship between respect and influence and that people achieve consensus and accuracy in their perceptions of these components of status. We also find that Extraversion and the facet of sociability are associated with respect and influence, and that these components have distinct relationships with other individual differences.

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Introduction

Across different contexts in society, people will organize themselves into a hierarchy. Status in this hierarchy is recognizable in various scenarios: the outspoken individual organizing team members for a group project, the elected captain of a local softball team, or even the person in a group of friends who is looked at when deciding where to go for dinner. In each of these scenarios, there is a clear distinction between the person with the most authority, and therefore the highest status, and those who are cooperating with that person, and therefore have lower status. Considering the potential influence that those with high status can wield, a critical point of investigation in social psychology has been understanding the qualities of such people. Recent research suggests that although people who are high in status are generally respected and admired by others, they may also only serve as figureheads with limited influence (Srivastava & Anderson, 2011). This indicates a separation between two components of status: influence, which denotes one's ability to cause another person to alter their behavior, and respect, which refers to how respected and admired one is among others (Anderson, Hildreth, & Howland, 2015; Srivastava & Anderson, 2011). Therefore, the primary aim of the present research is to investigate the relationship between respect and influence.

This research will also examine how the individual components of respect and influence inform people's interpersonal relationships. When considering how status influences relationships between people, it is essential to understand how people perceive it in themselves and in others. Current research suggests that people not only generally agree on how status is allocated among members within a group, but that they

can also make an accurate judgment of their own standing compared to others

(Srivastava & Anderson, 2011). People are generally motivated to accurately assess

their own status, as inaccurate self-perceptions can lead to social consequences. More

specifically, when people overestimated their status, or self-enhanced, they were less

liked by other people in their group (Anderson, Srivastava, Beer, Spataro, & Chatman,

2006). Beyond perceiving status, it is also vital to study what types of people are likely

to attain status. One of the most powerful predictors of status is extraversion, regardless

of gender or situational context (Anderson, John, Keltner, & Kring, 2001; DesJardins,

Srivastava, Küfner, & Back, 2015). Therefore, the present study seeks to extend

previous research findings on consensus and accuracy in perceptions of two

components of status (respect, influence), as well as test the relationships between self-

reported personality traits and these two components of status.

Components of Status

　　　What qualities determine a person's status? Depending on how one defines

status, there are a variety of approaches to this question. Some definitions of status

emphasize the level of control a person has over shared resources (Magee & Galinsky,

2008; Srivastava & Anderson, 2011), whereas other definitions claim status is conferred

on a single individual based on their peers' expectations of competence (Magee &

Galinsky, 2008). Other common terms include prestige and dominance (Halevy, Chou,

Cohen, & Livingston, 2012; Maner & Case, 2016), and compliance and conformity

(Cialdini & Golstein, 2004). However, the present research will not be studying these

definitions. Instead, this study uses Anderson et al.'s (2015) three-component model of

status.

According to Anderson et al. (2015), status can be decomposed into three individual components: respect and admiration, voluntary deference from others, and perceived instrumental social value. Since perceived instrumental social value is more important for situations where a specific skillset is important, this investigation will focus on respect (respect and admiration) and influence (voluntary deference). The respect component of status relies on collective perceptions, and is therefore defined by one's social reputation among others (Srivastava & Anderson, 2011). This component integrates the quality of one's respect in a group (Halevy et al., 2012), as a person will acquire status through the knowledge and skills they display. In particular, Maner and Case (2016) argue that because of the underlying motivations of respect-oriented leaders, they acquire the respect and admiration of others instead of being feared by them. This description also captures the importance of admiration in a hierarchy, which refers to an appraisal of one's legitimate status in a group (Sweetman, Spears, Livingstone, & Manstead, 2013). The component of voluntary deference will be integrated into the component influence, as it suggests that others are likely to willingly act in accordance with the wishes of high-status individuals (Anderson et al., 2015). This is aligned with Cialdini and Goldstein's (2004) definition of influence, which is acquired when people are likely to comply to a person's requests and conform to that person's behaviors.

If the components of respect and influence are distinct, then a person may not have both at the same time. On one hand, it is possible that people who are respected may not have influence over others. On the other hand, a person who is not respected can still possess influence (van Dijke, De Cremer, Langendijk, & Anderson, 2018). One

goal of the present research is to examine the relationship between the status component

of respect and the status component of influence. Thus, what is the relationship between

respect and influence?

Consensus and Accuracy

People are generally motivated to be accurate in their perceptions of status, as

inaccuracy can lead to social costs, such as being less liked by others. For example,

those who overestimate their status may be less socially accepted by others (Anderson

et al., 2006). The tendency to overestimate one's status is called self-enhancement,

whereas the tendency to underestimate one's status is called self-effacement. As people

are highly motivated to belong to groups, they will take action to avoid rejection.

Therefore, there is clear incentive for being able to perceive both the status of others

and the self accurately. As a result, people are able to achieve both consensus and

accuracy in perceiving the relative status of each member in a group. Greater accuracy

can lead to greater group cohesion (Srivastava & Anderson, 2011). Yet, the research

suggests that the relationship between self-enhancement and social acceptance is linear.

Although individuals who were accurate about their status were more accepted than

those who self-enhanced, individuals who self-effaced were more accepted by both

accurate perceivers and self-enhancers (Anderson, Srivastava, Beer, Spataro, &

Chatman, 2006).

Regardless of whether a person self-effaces or self-enhances, groups that display

status disagreement about their members perform less effectively than those that

achieve consensus. In particular, upwards status disagreement is a strong predictor of

poor group performance, even when controlling for other forms of group conflict

(Kilduff, Willer, & Anderson, 2016). One explanation for this relationship is that people are predisposed to acquiring status and would even prefer higher relative status to other people than higher absolute status (Anderson & Hildreth, 2016). Although people are motivated to attain status, they are also motivated to accurately perceive the status of themselves and of others. Thus, the present study will seek to test if people are still able to achieve consensus and accuracy when assessing individual components of status. To do this, we will use the Social Relations Model (SRM; Kenny, 1994), a conceptual and statistical model of interpersonal perceptions. The SRM defines two effects of interest: perceiver effects and target effects. Target effects describe an estimate of how much group members will agree with each other on their perceptions of a single person. In the present study, this provides a measure of consensus in the group for perceived respect and influence. Perceiver effects describe an estimate of the unique baselines that each perceiver is using to inform their judgments of either status or influence across their ratings for each other member of their group. Through the SRM, we can answer questions about interpersonal perceptions of respect and influence. More specifically, to what extent is the variance in interpersonal perceptions of respect or influence determined by the perceiver, the target, and the unique relationship between perceiver and target? Do perceivers agree in their perceptions of who is high and low in respect or influence? Do people accurately perceive their respect and influence in a group?

Antecedents of Status

What type of person is most likely to attain status in a hierarchy? As people have incentive to both attain status and perceive it accurately, it is important to understand what predicts the acquisition of status in groups. One effective predictor of

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status is an individual's personal sense of power, as people who are high in power

demonstrate both positive affectivity and sensitivity to social rewards (Anderson &

Berdahl, 2002; Keltner, Gruenfeld, & Anderson, 2003). For example, an employee in a

corporation who generally felt powerful would both display an upbeat mood and be

adept at detecting opportunities to make people like them, thereby obtaining promotions

and acquiring more power. Guinote (2017) proposed that the mechanism for this

relationship is because people who feel powerful are projecting an accurate image of

themselves to those around them, effectively linking their subjective sense of power to

their actual status in a hierarchy. In the present study, this sense of power will be

captured through a person's self-perceived influence in a group.

Research also suggests that one particularly effective predictor of status is

extraversion. This effect was maintained beyond one's sex or physical attractiveness

(Anderson, John, Keltner, & Kring, 2001), suggesting that a person's perceived

sociability and confidence drives their ability to acquire status in a hierarchy.

Furthermore, extraversion is a strong predictor of status across a variety of situations,

such as competitive or cooperative scenarios; in contrast, the trait of agreeableness was

only predictive in the cooperative scenario (DesJardins et al., 2015). In other words,

regardless of whether people were instructed to work together or compete with one

another, more extraverted people tended to have the highest status in the group. A

notable aspect of this is the cooperative scenario, as extraversion was also a strong

predictor of perceptions of leadership ability (DesJardins et al., 2015; Judge, Bono,

Ilies, & Gerhardt, 2002). The qualities of competition versus cooperation can also

inform individual differences in warmth and competence. People tend to perceive

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cooperative people as high in warmth and competitive people as low in warmth;

however, competitive people are associated with being competent, which is associated

with status (Russell & Fiske, 2008). Considering this, we will test whether extraversion

predicts respect and influence. We will also test how the Extraversion facets of

Sociability and Assertiveness and the Agreeableness facet of Compassion predicts

respect and influence. We will also conduct exploratory analyses testing how other

personality domains predicts respect and influence. Finally, we will investigate how

perceptions of warmth and competence are related to the components of respect and

influence.

Present Study

Overall, this study aims to investigate how individual components of

respect/admiration and influence inform interpersonal perceptions and behaviors during

group interactions. Currently, there is an established understanding of how the general

construct of status informs these perceptions and behaviors, and that status possesses

multiple components. The present research seeks to supplement this work by testing if

these individual components of respect/admiration and influence will replicate previous

research on the perception, prediction, and behavior of status.

To examine the relationship between these constructs in self-perceptions, we

will calculate the correlation between self-reported respect and self-reported influence.

Likewise, to examine the relationship between respect and influence in how people are

perceived by others, we will calculate the correlation between target effects of respect

and target effects of influence.

H1: There will be a positive correlation between self-reported respect and self-reported influence.

H2: There will be a positive correlation between target effects of respect and target effects of influence.

To test for consensus in perceptions of status/influence, we will conduct a social relations model (SRM) analysis with the TripleR package (Schönbrodt, Back, & Schmukle, 2012; Schönbrodt, Back, & Schmukle, 2016) in the R programming language (R Core Team, 2019). The variance in these perceptions will be decomposed into variance that can be attributed to the perceiver, target, and unique relationship plus error. These variances are further explained in the methods section. The target variance estimate from this analysis indicates consensus and will be a test of H3.

H3: People will achieve consensus in their perceptions of respect and influence.

We will also test the hypothesis that people accurately assess their own status/influence in a newly formed group by estimating self-other agreement, the correlation between an individual's self-report and their target effects of respect and influence.

H4: People will achieve accuracy in their perceptions of respect and influence.

Finally, we will use linear regression models to test the hypotheses that individual differences in warmth, competence, and Big Five traits predict who is proffered status and seen as having influence. For each individual difference (warmth, competence, extraversion, agreeableness, open-mindedness, neuroticism, conscientiousness, sociability, assertiveness, and compassion), we will regress self-reports of that characteristic on target effects of status/influence.

H5a: Extraversion will positively predict who attains prestige and is perceived as having influence (Anderson et al., 2001; Desjardins et al., 2015; Judge et al., 2002);

H5b: Agreeableness will positively predict who attains respect and is perceived as having influence (Desjardins et al., 2015);

H5c: Neuroticism will negatively predict who attains respect and is perceived as having influence (Anderson et al., 2001);

H5d: Competence will positively predict who attains respect and is perceived as having influence (Russell & Fiske, 2008).

Methods

The present study was approved by the University of Oregon's institutional review board. Prior to data collection, we preregistered the study's methods, materials, sampling plan, exclusion criteria, analysis plan, and hypotheses. We also posted an addendum to make a correction to the hypotheses (H5a-H5d) about regressing on Big Five personality domains and the individual difference of warmth and competence.

Participants

We recruited a sample of 247 undergraduate students through the University of Oregon Department of Psychology human subjects pool who volunteered to participate in exchange for partial course credit. In accordance with the preregistration, we excluded 22 participants from the final analysis due to our exclusion criteria. Specifically, we excluded international students, perceptions made between people who were more than acquaintances, and any groups that had fewer than four participants remaining after the previous exclusions. We excluded international students because they may activate distinctly different stereotypes, which can influence University of Oregon students' judgments. The final sample consisted of $N = 225$ participants ($M_{age} = 19.1$, $SD_{age} = 2.2$; 68% women; 64% White, 7% Asian, 7% Hispanic, 2% Black, 0.8% Native American, and the other 20% selected other or multiple responses for ethnicity) who participated in a total of 44 groups.

Measures

During the study, we measured personality, status, and influence through self-report and perception ratings. Participants completed a self-report pre-interaction, and

then provided other-perceptions of their fellow group members post-interaction. During the post-interaction, participants engaged in a round-robin rating of their fellow group members.

Status

To examine status, we used a one-item measure of status adapted to emphasize the respect (respect, admiration) component of status (Anderson, Hildreth, & Howland, 2015; DesJardins, Srivastava, Küfner, & Back, 2015). After completing the task, each participant privately rated the status of their fellow group members by responding their agreement to the item "Participant [X] had high status (respect, admiration) in the group today" on a scale from 1 (*Strongly disagree*) to 7 (*Strongly agree*). Once they finished rating the other group members, participants were asked to rate their own status using the item "During the interaction today, I had high status (respect, admiration) in the group" using the same response scale.

Influence

We measured influence using three items adapted from the Sense of Power scale (Anderson, John, & Keltner, 2012). After completing the task, each participant privately rated their perceptions of the influence of their fellow group members by responding their agreement to the selected items on a scale from 1 (*Strongly disagree*) to 7 (*Strongly agree*). Each of these items were preceded by the statement, "During the Scholarship Committee task…", and included items like "Participant X could get others to do what they want", "Participant X had a great deal of power", and "If they wanted to, participant X got to make the decisions." These items emphasize that in groups, none of the participants was assigned a leadership position or provided control over the

group's resources. Therefore, participants only had influence over the group if their fellow group members voluntarily deferred to their decisions and ideas. The scale showed good internal consistency ($\alpha > 0.75$). Once they finished rating the other group members, participants were asked to rate their self-perceived influence based on their interaction during the task using the same response scale. They did this using an adapted version of the influence items starting with "I think", such as "I think I had a great deal of power." The scale showed good internal consistency ($\alpha > 0.75$).

Personality measures

Prior to the start of the interaction, participants completed self-reports of their personalities using the Big Five Inventory 2 Short Form (BFI-2-XS; Soto & John, 2017). The BFI-2-XS is a 15-item validated measure of Big Five personality domains (Extraversion, Agreeableness, Open-Mindedness, Conscientiousness, Negative Emotionality). Participants indicated their level of agreement with items on a 5-point Likert scale anchored at 1 (*strongly disagree*) and 5 (*strongly agree*). The items were then scored into five 3-item scales representing the Big Five domains. Descriptive statistics and alpha coefficients for the Big Five domains are reported in Table 1. The scale showed acceptable internal consistency at the domain level for Extraversion and Neuroticism ($\alpha > 0.6$). For Conscientiousness and Openness, the scale showed low internal consistency at the domain level ($\alpha > 0.5$). For Agreeableness, the scale showed low internal consistency at the domain level ($\alpha = 0.46$). These alphas are consistent with previous studies developing the measurement properties of the BFI-2-XS (Soto & John, 2017), which suggests that the BFI-2-XS will possess better test-retest reliability

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than alpha reliability due to the limited number of items per domain and emphasis on content validity over internal consistency.

We also included three additional items from the BFI-2-S for a more reliable measure of the Extraversion facets of assertiveness, sociability, and compassion. The additional facet-level items will only be used for scoring facet-level scales, not domain-level scales. The scale showed good internal consistency at the facet level ($\alpha > 0.75$) for Sociability and Assertiveness, but poor internal consistency for the Agreeableness facet of Compassion ($\alpha = 0.49$).

Following the interaction, participants also privately rated their group members using the BFI-2-XS items and the three additional BFI-2-S facet items. These ratings had acceptable to good internal consistency for all domains ($\alpha > 0.6$), with the exceptions of Openness ($\alpha = 0.57$) and the facet of Compassion ($\alpha = 0.54$).

Stereotype Content

We examined warmth and competence using an adapted 4-item scale to measure trait (self-report), perceptions (other-report), and meta-perceptions of competence and warmth (Fiske, Cuddy, Glick, & Xu, 2002). Prior to the start of the interaction, participants self-reported warmth and competence by indicating their agreement with the selected items on a 5-point Likert scale anchored from 1 (*strongly disagree*) to 5 (*strongly agree*). Items were "I am confident", "I am competent", "I am sincere", and "I am warm". The scale showed acceptable internal consistency for competence ($\alpha = 0.66$) and low internal consistency for warmth ($\alpha = 0.50$). Following the completion of the task, participants privately rated their fellow group members on warmth and

competence using the same response scale. The scale showed good internal consistency for competence ($\alpha = 0.74$) and low internal consistency for warmth ($\alpha = 0.47$).

Procedure

Sessions were run with groups of 4-6 participants from the University of Oregon Human Subjects Pool. Participants were brought into the lab and directed to private rooms, where they were provided informed consent forms. After providing consent, participants self-reported their personality through the BFI-2-XS and provided responses to demographic items, including age, sex, race/ethnicity, political ideology, international student status, and both subjective and objective measures of SES. Afterwards, they were provided a name tag with their preferred first name and participant ID number to wear for the duration of the task.

After completing the self-report questionnaire, participants were brought to the group run room and photographed as a group. This photo was printed and labelled with the participant ID number of each person and provided to the participants while they made ratings of others to ensure they were rating the correct person.

Once the picture was taken, participants were seated together at a round table and provided instructions for the Leaderless Group Discussion Task (LGD; adapted from DesJardins, Srivastava, Küfner, & Back, 2015). In this task, participants assumed the roles of a scholarship committee whose job is to rank order applicants' essays and distribute scholarship money. Participants were given 5 minutes to read the applicants' essays and then 20 minutes to work as a group to complete the task. The entire group session was video and audio recorded. After completing the LGD task, participants returned to their individual private rooms and were provided a labeled photo of the

group. They then provided perceptions (other-report) of each of their fellow members separately for the post-interaction items. Afterwards, they reported their self-perceived influence and respect based on the interaction in the group task.

Analysis Plan

In the present study, we used the Social Relations Model (SRM; Kenny, 1994) to acquire each participant's unbiased perceptions of their fellow members' status, influence, personality, and warmth and competence in the group. The SRM removes the bias from the perceptions of each single individual. The SRM also centers each set of ratings around the group mean they are in, thereby eliminating any group dependencies in the data. This provides us with the perceiver effects, the target effects, and the relationship effects plus error for our dependent measures. By extracting the variances attributed to these different aspects of interpersonal perception, we can examine the extent to which individuals are generally seen as high or low on a given measure (target effects), as well as a tendency for each individual to rate their peers as high or low on these measures (perceiver effects). In the present study, this means that certain individuals might tend to afford their fellow group members high respect, or alternatively they may tend to rate their peers as having low influence over the group. This helps us test our hypotheses about consensus and accuracy in interpersonal perceptions of status.

Sample Size Rationale

Previous studies using the Social Relations Model (SRM) analysis estimated that a sample size of N = 139, participating in 44 groups of 4-6 participants provided a minimum of 92.5% power to detect variance components of 10%. Some of our planned

analysis uses outputs from the SRM (e.g., target effects) as a variable in a correlation or regression analysis. Therefore, we conducted an additional power analysis for these models. Using g*power, we determined that we needed to collect data from 193 participants to detect an effect of r = .2 at 80% power and from 258 participants in order to detect an effect of r = .2 at 90% power, both at an α = .05.
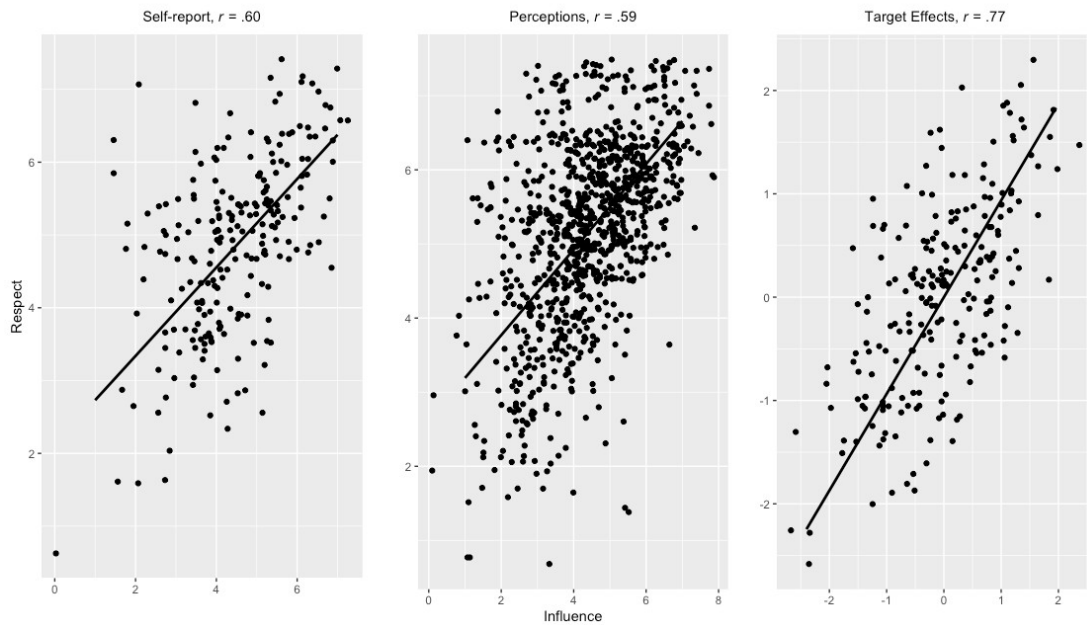
Results

Respect and Influence

In this study, we hypothesized that people's self-reported respect and influence would be positively correlated. A bivariate Pearson correlation was used to estimate the relationship between self-reported respect and influence, yielding a strong positive correlation, $r(223) = 0.60$, 95% CI = [0.50, 0.67], $p < 0.001$. We also conducted a bivariate Pearson correlation to estimate the relationship between perceptions of other people's status and influence, which yielded a strong positive correlation, $r(932) = 0.59$, 95% CI = [0.55, 0.63], $p < 0.001$. We also tested the hypothesis that people's target effects of status and influence would be positively correlated by estimating a bivariate Pearson correlation between target effects of status and influence, which showed a strong positive correlation, $r(223) = 0.77$, 95% CI = [0.71, 0.82], $p < 0.001$. See Figure 1 for a graphical representation of these correlations.

Figure 1

Self-reports, Perceptions, and Target Effects Correlations between Respect and Influence

These results show that across self-reports, perceiver effects, and target effects, there is a strong association between the constructs of respect and influence.

SRM decomposition

In the present study, we examined the extent to which people reached agreement about each other's respect and their influence in a group. To do this, we examined the amount of variance for both components that is attributable to the targets and the perceivers in relation to the total variance.

Consensus

For perceptions of respect, 19% of the variance was attributable to the perceivers, 25% was attributable to the targets, and 56% was attributable to the

relationships between the participants and error variance. For perceptions of influence, 16.3% of the variance was attributable to the perceivers, 42.4% was attributable to the targets, and 41.3% was attributable to the relationships between participants and error variance. These estimates are consistent with previous findings of the decomposed variance in status perceptions (Anderson & Kilduff, 2009; Anderson et al., 2006; Desjardins et al., 2015; Srivastava & Anderson, 2011). For target variance in perceptions of status, Desjardins et al., (2015) found that 20% of the variance was attributable to the perceiver, and 34% of the variance was attributable to the target. Similarly, Srivastava & Anderson (2011) found that 35% of the variance was attributable to the perceiver, and 28% of the variance was attributable to the target. The high proportions of target variances suggest that people are able to form a consensus on who has respect and influence in a group.

Accuracy

We found a weak positive correlation between people's self-perceived respect and their target effects of respect in the group, $r(223) = 0.18$, $p = 0.006$. We also found a strong positive correlation between people's self-perceived influence and their target effects of influence in the group, $r(223) = 0.54$, $p < 0.001$. The correlation between self-self-perceived and target effects of influence is consistent with previous findings of accuracy in perceptions of status (Anderson et al., 2006; Srivastava & Anderson, 2011). For example, Anderson et al. (2006) found that accuracy in self-peer perceptions of status were high, averaging at around 0.49 across four weeks. The correlation between self-perceived and target effects of respect was much lower than the correlation for influence, suggesting that people are more accurate in estimating their influence in the

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group than respect. These results support the hypotheses that people are able to accurately perceive their own respect and influence in the group.

Individual differences

We tested the hypothesis that Big Five domains, facets, and the interpersonal domains of warmth and competence predicted the attainment of status by estimating bivariate correlations between the self-report of the trait and the target effects of respect and influence (see Table 1 for means and SDs). All reported β values are standardized.

Table 1
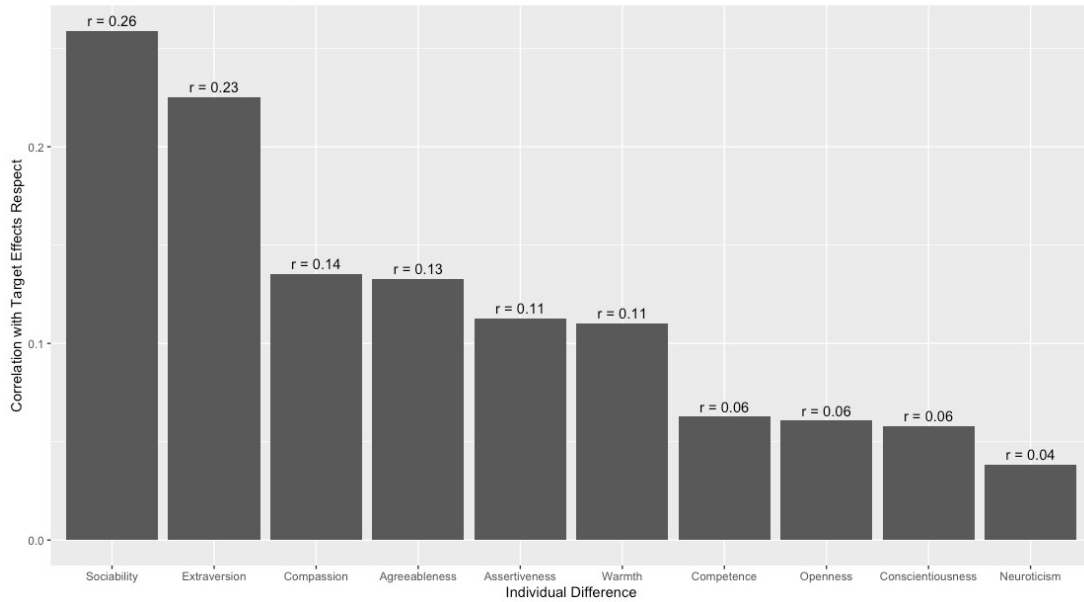
Pre-Interaction Big Five Inventory 2-XS Descriptive Statistics

Trait	M	SD	α
Extraversion	3.16	0.88	0.67
Sociability	3.20	1.09	0.79
Assertiveness	3.17	0.97	0.76
Agreeableness	3.82	0.70	0.46
Compassion	4.10	0.79	0.49
Conscientiousness	3.43	0.75	0.55
Neuroticism	3.19	0.88	0.67
Openness	3.76	0.74	0.59

For respect, we found a positive effect of Extraversion, $\beta = .16$, $p < .001$. Agreeableness also showed a positive effect for respect, $\beta = .18$, $p < .001$. See Figure 2 for a graphical representation of the relationship between individual differences and respect.
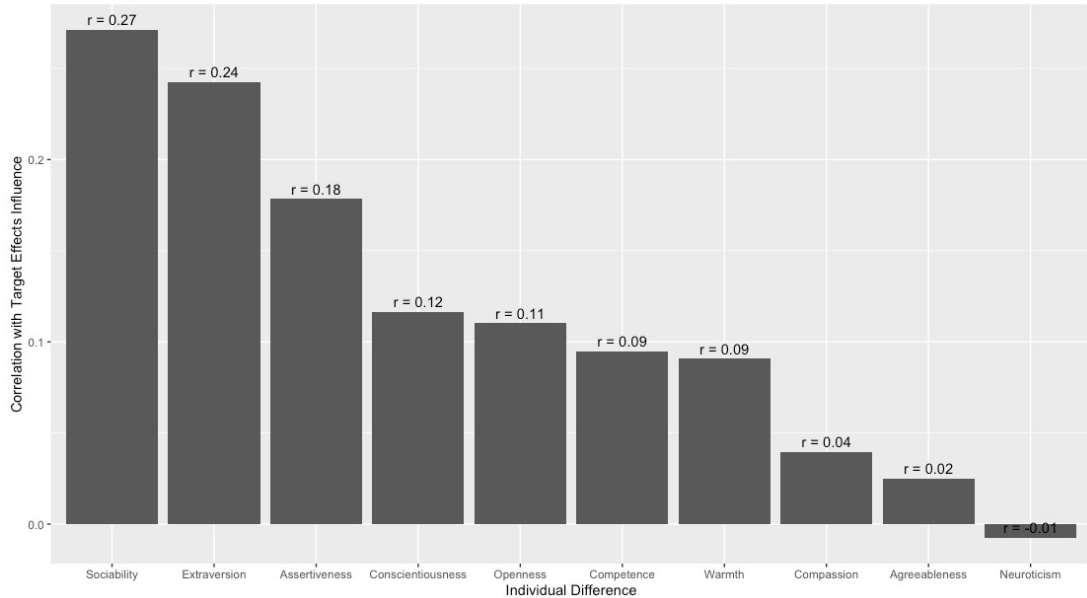
Figure 2

Personality Antecedents of Respect

For influence, we found a positive effect of Extraversion, β = .21, *p* <. 001. However,

we found no significant relationship between influence and Agreeableness (β = .02, *p*

> .05). See Figure 3 for a graphical representation of the relationship between individual

differences and influence.

Figure 3

Personality Antecedents of Influence

The other personality traits of Conscientiousness, Neuroticism, and Openness were not

significantly related to either status or influence ($p > .05$). We also examined how

perceived warmth and competence were related to the attainment of status and

influence. Neither warmth nor competence were significantly correlated with status or

influence ($p > .05$). These results support previous findings on the relationship between

Big Five personality traits and status attainment (Anderson et al., 2001; Desjardins et

al., 2015). For example, Desjardins et al. (2015) found a positive correlation between

Extraversion and status, reporting $r = .29$. Furthermore Desjardins et al. (2015) also

found positive correlation between Agreeableness and status in cooperative situations,

reporting $r = .32$. These findings indicate that Extraversion is strongly associated with

both respect and influence, and that Agreeableness is only associated with the

component of respect.

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We also tested the relationship between the facets of sociability, assertiveness, and compassion with both respect and influence. For respect, we found a small positive effect of sociability, $\beta = .18$, $p < .001$. We also found a small positive effect of compassion, $\beta = .10$, $p < .001$. However, we found no significant relationship between respect and assertiveness ($p < .05$). For influence, we found a small positive effect of sociability, $\beta = .21$, $p < .001$. We also found a small positive effect of assertiveness, $\beta = .23$, $p < .001$. However, we found no significant relationship between influence and compassion ($p < .05$). These findings indicate that the Extraversion facet of sociability is associated with both respect and influence. However, the Agreeableness facet of compassion is only associated with respect, whereas the Extraversion facet of assertiveness is only associated with influence. See Table 2 for a summary of the relationships between individual differences and respect and influence. Overall, this suggests that people associate distinct personality traits with respect and influence.

Table 2

Individual differences as antecedents of respect and influence

Individual Difference	Respect			Influence		
	β	SE	p	β	SE	p
Extraversion	0.16***	0.05	< .001	0.21***	0.06	< .001
Sociability	0.18***	0.04	< .001	0.23***	0.05	< .001
Assertiveness	0.08	0.04	0.090	0.15**	0.05	0.007
Agreeableness	0.09*	0.07	0.046	0.02	0.08	0.709
Compassion	0.10*	0.06	0.042	0.03	0.07	0.556
Conscientiousness	0.04	0.06	0.387	0.10	0.08	0.081

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Neuroticism	0.03	0.05	0.568	-0.01	0.07	0.909
Openness	0.04	0.06	0.365	0.09	0.08	0.099
Warmth	0.08	0.08	0.099	0.08	0.10	0.175
Competence	0.06	0.06	0.349	0.08	0.08	0.156

*p <.05. **p <.01. ***p<.001.

Discussion

In this study, we investigated interpersonal perceptions of two components of status: respect and influence. First, we examined the relationship between people's self-perceived respect and influence in groups. We found that self-perceived respect was positively correlated with self-perceived influence. We also examined the relationship between target effects of both respect and influence, and found a strong positive relationship between the two. These findings indicate that people associate respect with influence when making judgments of themselves and others. Anderson et al. (2015) claimed that an individual's status is determined by how much respect/admiration and voluntary deference they receive from others, and that each of these components are essential for satisfying a broader fundamental human motive. Our definition of status is based on the respect and influence components from Anderson et al.'s (2015) three-component model of status. The present work's findings extend previous research by showing that these components are strongly associated but still distinct when informing people's interpersonal perceptions.

Second, we examined whether people would achieve consensus and accuracy in their perceptions of respect and influence. For respect, we found 25% of the total variance was attributed to the targets of people's perceptions. For influence, 42.4% of the total variance was attributed to the target variance. Previous research suggests that these are high proportions for target variance in perceptions of status. For example, Desjardins et al. (2015) found that approximately 34% of the total variance was attributable to the target in perceptions of status, whereas Srivastava and Anderson (2011) found 28% of the total variance was attributable to target variance. These high

target variances suggest that people form a consensus when assigning status to others. The present research extends these findings by showing that people are also able to form a consensus when judging the status components of respect and influence.

To test accuracy in these perceptions, we tested the correlation between people's self-perception and target effects for both respect and influence. For influence, we found a weak positive association between self-perceived respect and target effects of respect. In contrast, there was a strong positive correlation between self-perceived influence and target effects of influence. These findings indicate that people's judgments of their own respect and influence agreed with how their group members rated them. This suggests that people are able to achieve accuracy in their self-perceptions of both respect and influence. These findings supplement work by Anderson et al. (2006), which showed that people formed accurate judgments of their own status relative to how their fellow group members perceived them. This accuracy is partially motivated by interpersonal consequences of inaccurate status judgments, such as social rejection (Anderson et al., 2006; Srivastava & Anderson, 2011). The present work extends this research by showing that people are able to form accurate judgments of the status components of respect and influence.

Third, we examined the relationship between individual differences and the status components of respect and influence. Specifically, we examined whether perceptions of the Big Five as well as warmth and competence are antecedents to status attainment. We found that Extraversion had a strong positive association with both respect and influence. This supplements previous work on the relationship between personality traits and status attainment, which also found that Extraversion was an

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effective predictor beyond gender, attractiveness, or situational contexts (Anderson et al., 2001; Desjardins et al., 2015; Judge et al., 2002). Beyond this, we found minor differences in how personality traits were related to respect and influence. At the domain level, we found that Agreeableness had a weak positive relationship with respect, supporting previous research that Agreeableness is positively associated with status attainment in affiliative contexts (Desjardins et al., 2015). However, we found no significant relationship between Agreeableness and influence. Furthermore, the traits of Conscientiousness, Neuroticism, and Openness were not significantly associated with either respect or influence. Previous work has also found that competence is positively associated with status (Russell & Fiske, 2008). However, we found competence was not significantly related to either respect or influence. One distinction from the present study is that Russell and Fiske (2008) used manipulations to assign status. Furthermore, the original study emphasized socioeconomic status, as the manipulations included parental occupation and income of the target. This contrasts with the present research's emphasis on emergent status that is assigned by the group, rather than by another entity (e.g., the researcher). Overall, our findings extend previous research by showing that the relationships between personality traits and status attainment also emerge in the components of respect and influence.

At the facet level, the Extraversion facet of sociability was positively associated with both target effects of respect and influence. However, the Extraversion facet of assertiveness was only positively associated with influence, and had no significant relationship with respect. To contrast, the Agreeableness facet of compassion was only positively associated with respect, and had no significant relationship with influence.

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One explanation for this is the distinction in leadership strategies and motivations. Previous work suggests people who employ a respect-oriented approach will execute their goals by empathizing with and being liked by others, whereas people who employ an influence-oriented approach will execute their goals by engaging in dominant behaviors like intimidation and manipulation (Halevy et al., 2012; Maner et al., 2016). The present study's findings supplement this research by showing that personality differences at the facet level manifest in the status components of respect and influence.

Limitations

Although this research generally supports the existing literature, it has some key limitations. First, the study did not reach its target sample size of 258 people, as we stopped data collection early on. As a result, the study may lack the power to detect small effects. This could influence our failure to replicate previous findings of the relationship between competence and status attainment (Russell & Fiske, 2008). Despite not reaching our target sample size, the study's final sample of 225 participants is still greater or comparable to previous research that used the SRM to study status in groups.

Second, the study did not test or attempt to control for gender composition in groups. This limits our ability to replicate the finding that Neuroticism is negatively associated with status attainment in men (Anderson et al., 2002), as the original study involved three different conditions of different gender ratios (all-male, all-female, mixed-gender). Thus, it is difficult to interpret our null findings for the relationship between Neuroticism and respect or influence.

Third, the study's individual difference measures had low Cronbach's alpha scores, indicating that those measures had poor internal consistency. This is due to the

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study's use of shortened measures, such as the BFI-2-XS, in order to make round-robin data collection more efficient. However, the alphas are consistent with previous research examining the BFI-2-XS (Soto & John, 2017), which also argues that the shortened measure has good test-retest reliability regardless of the alpha reliability.

Fourth, the study's use of an adapted LGD may elicit one status component more strongly than the other. In the original study, participants were assigned to either a competitive or an affiliative task (Desjardins et al., 2015), and then asked to make round-robin perceptions of everyone's status in the group. The present study adapted the LGD to create a group decision-making task. However, this task may elicit behaviors that signal influence more easily than respect, as people are more likely to use their power to hasten decision-making rather than their respect. Although we found significant results for both respect and influence, the task may inflate the importance of influence and underestimate the importance of respect in group interactions.

Future Research

Future research should focus on testing whether the components of respect and influence will replicate and extend previously established findings of status in group dynamics. One important finding was respect and influence had distinct antecedents for personality traits at both the domain and facet level. Therefore, one line for future research is seeing how these differences in personality traits emerge across different situations. Another line is to investigate how similarity in status informs how people choose to form groups with others depending on their goals and the nature of the context. Future research should also consider how the effect of respect and influence is moderated by the group's member composition. This includes demographic

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characteristics like age, gender, or socioeconomic status, as well as other individual differences like expertise or cognitive ability.

Conclusion

We found that people associated respect and influence together in perceptions of themselves and their fellow group members. In groups, people are able to achieve a consensus on who has respect or influence, and can also accurately perceive their own standing on these components. Extraversion and Sociability were strongly associated with both respect and influence, but beyond that the two components were associated with distinct traits. Overall, the components of respect and influence yields new nuance to how we understand status.

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