

PREDICTIVE VALIDITY THIN SLICES

Supplementary Table

Correlations Between 5-Min Total Nonverbal Behavior and Excluded Outcome Variables as Measured in Studies 1-5

Outcome variable	Gaze <i>r</i>	Gesture <i>r</i>	Nod <i>r</i>	Self-Touch <i>r</i>	Smile <i>r</i>	Speaking Time <i>r</i>
Study 1						
Awareness of immediate surroundings (SSAS)	.02	.14	.02	.01	-.19	--
Cognitive reappraisal (ERQ)	.12	-.03	-.02	.06	.07	--
Gender	*	-.05	.03	.10	*	--
Emotion recognition (DANVA)	-.05	.08	-.02	.12	.17	--
Expressive suppression (ERQ)	.01	.02	.11	-.16	-.18	--
Private self-awareness (SSAS)	-.02	.17	-.13	-.04	-.09	--
Public self-awareness (SSAS)	-.17	.07	-.08	-.04	-.20	--
Self-monitoring (SMS)	-.04	.04	-.01	-.17	-.02	--
Trait anxiety (STAI)	-.05	.03	-.13	-.02	-.02	--
Study 2						
Age	.10	*	.14	.12	.01	.00
Felt awkward (SR)	.07	-.12	.14	-.02	.17	-.19
Felt cheerful (SR)	.16	-.01	-.01	.07	.17	.09
Felt dominant (SR)	-.03	-.15	.15	-.04	-.01	*
Felt happy (SR)	.14	-.05	.01	.11	*	.06
Felt nervous (SR)	.12	.06	.09	.03	.17	-.09
Felt powerless (SR)	-.04	-.06	-.10	.06	-.02	-.07
Felt relaxed (SR)	-.10	-.13	-.08	-.12	-.02	.10
Felt strong (SR)	.11	-.06	.04	-.06	.07	-.07
Felt uncomfortable (SR)	.13	-.01	.03	-.04	.08	-.17
Gender	*	-.02	.16	-.15	*	.00
Study 3						
Agreeableness (NEO PI-R)	.16	--	-.04	--	.14	.16
Conscientiousness (NEO PI-R)	-.07	--	-.09	--	-.09	.21
Extraversion (NEO PI-R)	.16	--	.11	--	.18	*
Gender	.21	--	*	--	*	.07
Hireability (OR)	*	--	-.21	--	.11	*

PREDICTIVE VALIDITY THIN SLICES

Neuroticism (NEO PI-R)	.07	--	.15	--	.15	*
Openness (NEO PI-R)	.07	--	.02	--	-.05	-.07
Study 4						
Awkward (SR)	-0.23	-0.17	-0.11	0.01	-0.02	--
Control (PR)	-0.03	0.22	0.08	0.01	-0.07	--
Control (SR)	-0.11	0.21	-0.04	-0.18	-0.14	--
Did well in role (SR)	0.22	0.24	0.18	-0.06	-0.16	--
Dominance (PR)	0.00	0.28	0.21	-0.1	-0.27	--
Dominance (SR)	-0.11	0.15	-0.2	-0.09	-0.15	--
Enjoyed (PR)	*	0.24	0.24	-0.10	-0.10	--
Enjoyed (SR)	0.21	0.27	0.23	0.06	0.01	--
Good mood (SR)	0.04	0.18	0.01	0.06	0.03	--
Got into role (SR)	0.27	0.23	0.12	-0.12	0.09	--
Liked partner (SR)	0.25	-0.04	-0.05	-0.01	0.21	--
Liking (PR)	0.24	-0.05	*	*	-0.22	--
Physical attractiveness (OR)	0.09	0.03	-0.07	0.01	-0.02	--
Realistic behavior (SR)	0.21	0.22	0.26	-0.1	-0.25	--
Tried to gain approval (PR)	*	0.14	*	-0.2	*	--
Tried to gain approval (SR)	0.19	0.08	0.15	-0.23	-0.06	--
Tried to make a good impression (SR)	0.17	-0.12	*	*	*	--
Study 5						
Avoiding (DUTCH)	-0.28	-0.28	-0.27	-0.24	0.15	-0.06
Compromising (DUTCH)	-0.01	-0.17	-0.04	-0.14	0.11	0.18
Emotion recognition accuracy (in vivo measurement)	0.08	0.07	*	0.03	*	-0.05
Conflict skill (OR)	-0.07	-0.02	*	0.28	0.03	0.19
Conflict skill (SR)	-0.15	-0.17	*	-0.15	0.24	-0.20
Diffused tension (OR)	0.13	0.06	*	0.20	-0.13	*
Displayed flexibility (OR)	0.05	0.16	*	*	0.00	0.12
Dominance (SR)	-0.02	0.05	*	-0.15	-0.19	0.11
Eager to resolve conflict (SR)	-0.09	0.09	0.21	0.26	0.36	*

PREDICTIVE VALIDITY THIN SLICES

Enjoyment of conflict (SR)	0.18	-0.01	-0.18	-0.05	*	-0.01
Forcing (DUTCH)	0.12	0.22	-0.15	0.03	-0.29	-0.39
Forcing (OR)	-0.06	0.12	*	-0.16	0.07	-0.18
Gender	0.09	*	-0.01	0.17	-0.08	-0.21
Got their way (OR)	0.08	-0.24	*	0.24	0.21	0.04
Interested in the conflict outcome (OR)	-0.00	0.03	0.20	0.16	0.78	*
Interpersonal accuracy (miniPONS)	-0.38	0.10	-0.39	0.04	0.16	-0.07
Nonverbal expressiveness (OR)	0.04	0.05	0.11	*	0.24	-0.07
Personal distress (IRI)	-0.04	-0.04	-0.03	-0.09	*	-0.20
Problem solving (DUTCH)	0.02	0.20	0.40	-0.03	0.19	-0.01
Rapport (OR)	-0.22	-0.32	-0.12	0.17	0.34	0.19
Resolution success (OR)	.00	-0.37	0.27	0.31	0.11	0.19
Satisfied with conflict outcome (SR)	0.13	-0.02	0.29	*	*	-0.20
Soothing (OR)	0.17	0.02	*	0.27	0.20	0.22
Stubborn (PR)	-0.17	0.17	-0.12	-0.23	0.01	*
Trait empathic concern (IRI)	0.21	0.03	0.31	0.18	0.2	-0.07
Trait fantasy (IRI)	0.06	.00	0.03	-0.01	-0.15	-0.04
Trait perspective taking (IRI)	0.05	-0.31	0.09	-0.23	0.16	0.10
Yielding (DUTCH)	0.18	0.08	-0.12	-0.04	*	0.13

Note: Variables were excluded from predictive validity analyses if the variable did not have a statistically significant correlation ($p \leq .05$, two-tailed) with 5-min Total NVB. DANVA = Diagnostic Analysis of NonVerbal Accuracy (Nowicki & Duke, 1994); ERQ = Emotion Regulation Questionnaire (Gross & John, 2003); SMS = Self-Monitoring Scale (Snyder, 1974); SSAS = Situational Self-Awareness Scale (Govern & Marsch, 2001); STAI = State-Trait Anxiety Inventory (Spielberger, Gorsuch, LusheneVagg, & Jacobs, 1983). OR = observer rated, PR = partner rated, SR = self-rated. NEO PI-R = NEO Personality Inventory - Revised (Costa & McCrae, 1992). DUTCH = Dutch Test for Conflict Handling (De Dreu, Evers, Beersma, Kluwer, & Nauta, 2001). miniPONS = Shortened Profile of Nonverbal Sensitivity (Bänziger, Scherer, Hall, & Rosenthal, 2011). IRI = Interpersonal Reactivity Index (Davis, 1983). “- -” = not measured in study.

*Indicates correlation was significant at the $p \leq .05$ level and included in primary analyses reported in Tables 1-3

PREDICTIVE VALIDITY THIN SLICES

Supplementary Table References

- Bänziger, T., Scherer, K. R., Hall, J. A., & Rosenthal, R. (2011). Introducing the MiniPONS: A short multichannel version of the Profile of Nonverbal Sensitivity (PONS). *Journal of Nonverbal Behavior, 35*(3), 189-204.
- Costa, P. T., Jr., & McCrae, R. R. (1992). *Revised NEO Personality Inventory (NEO PI-R) and NEO Five-Factor Inventory (NEO-FFI) professional manual*. Odessa, FL: Psychological Assessment.
- Davis, M. H. (1983). Measuring individual differences in empathy: Evidence for a multidimensional approach. *Journal of Personality and Social Psychology, 44*, 113-126. doi:10.1037/0022-3514.44.1.113
- De Dreu, C. K., Evers, A., Beersma, B., Kluwer, E. S., & Nauta, A. (2001). A theory-based measure of conflict management strategies in the workplace. *Journal of Organizational Behavior, 22*, 645-668.
- Govern, J. M., & Marsch, L. A. (2001). Development and validation of the Situational Self-Awareness Scale. *Consciousness and Cognition, 10*, 366-378. doi: <http://dx.doi.org/10.1006/ccog.2001.0506>
- Gross, J. J., & John, O. P. (2003). Individual differences in two emotion regulation processes: Implications for affect, relationships, and well-being. *Journal of Personality and Social Psychology, 85*, 348-362. doi: 10.1037/0022-3514.85.2.348
- Nowicki, S., & Duke, M. P. (1994). Individual differences in the nonverbal communication of affect: The Diagnostic Analysis of NonVerbal Accuracy. *Journal of Nonverbal Behavior, 18*, 9-35.

PREDICTIVE VALIDITY THIN SLICES

Snyder, M. (1974). Self-monitoring of expressive behavior. *Journal of Personality and Social Psychology, 30*, 526–537.

Spielberger, C. D., Gorsuch, R. L., Lushene, R., Vagg, P. R., & Jacobs, G. A. (1983). *Manual for the State-Trait Anxiety Inventory*. Palo Alto, CA: Consulting Psychologists Press.