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Francesca Cristini, Lorenza Dallago, Maury Nation, Massimo Santinello & Luca Scacchi

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Rosalba Raffagnino, Ilaria Penzo & Barbara Bertocci

EXPLAINING THE RELATIONSHIPS AMONG SUPERVISOR SUPPORT, AFFECTIVE COMMITMENT TO CHANGE, AND INNOVATIVE WORK BEHAVIOR : THE MODERATING ROLE OF COWORKER SUPPORT
Francesco Montani, Carlo Odoardi & Adalgisa Battistelli

EXPERIENCES AND TOOLS

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Ilaria Setti & Piergiorgio Argentero

RESEARCH

Modifying one's own theory of intelligence: When believing in "flying donkeys" helps one to grow
Cristina Sciarretta & Stefano Cacciamani

SUMMARY. In this study, inspired by the research of Dweck (1999), we explored the possibility of changing students' beliefs about both their motivational orientation and their implicit theory of intelligence. For this purpose, 45 fifth grade students at a primary school participated in a training based on fairy tales in which an animal, a donkey, represented a metaphor of the commitment needed to face challenges in problem-solving situations. Another 54 students were involved in a control group that did not have training. The results show that the training orientated students towards mastery goals, with some interesting implications regarding a change in their implicit theory of intelligence.

Keywords: implicit theories of intelligence, mastery goals, metaphors

The relations between school bonding, behavioural and emotional problems: Does school bonding in early adolescence affect later development?

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SUMMARY. The purpose of this study was to examine the relations between students' development and school bonding, as measured by perception of social relationships at school, school self-esteem, commitment and involvement. Specifically, student data was analyzed to identify patterns/clusters among students based on their perception of their bond to their school. Then, the relations between these typologies and student behavioral and emotional problems were examined. Participants were 347 11-to-13-year old students involved in three longitudinal waves. Cluster analysis indicated three different clusters defined as "socially isolated", "academically disengaged" and "well-adjusted" students. Academically disengaged students showed higher level of behavioral problems (e.g., tobacco and alcohol use) and higher levels of emotional problems than well-adjusted students. On the other hand, socially isolated students showed higher levels of emotional problems than well-adjusted students at each wave. The implications of the role of school bonding in the development and prevention of behavioral and emotional problems are discussed.

Keywords: school bonding, early adolescence, drug use, emotional problems

Intimacy and quality of couple relationship in Italian heterosexual couples according to a multidimensional approach: a pilot survey

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SUMMARY. Introduction: Although intimacy represents an important protective factor for the quality of a couple's relationship, the construct has often been variously defined and investigated in a sectoral manner. Based on previous studies, the present pilot survey aimed to describe the various dimensions of intimacy, investigate gender differences as well as the weight that each of the issues considered have on the quality of a couple's relationship, separately for males and females and according to a multidimensional approach. **Method:** 153 Italian heterosexual couples took part in the study. For data collection an ad hoc questionnaire referred to the intimacy section and quality of couple's relationship – as a part of a more comprehensive instrument and in progress definition – carried out on the basis of the literature and aimed to assess risk and protective factors for the quality of a couple's relationship – was used. Data were analyzed through descriptive, uni- and multivariate analyses. **Results:** Similarities and differences emerged in relation to gender. Specifically, the females reported greater ability in self-disclosure and fear of being abandoned and rejected, while the males were higher in partner disclosure. The quality of couple's relationship was positively influenced by perceived partner responsiveness in both genders. Of particular interest was the importance that females attached to sexual behavior, contrary to the predisposition of literature, while the weight of the couple's life cycle was reduced. **Conclusion:** The obtained results underlined the importance of the many expressions of intimacy in the quality of couple's relationship, encouraging the development of the definitive ad hoc questionnaire and its psychometric evaluation.

Keywords: intimacy, quality of couple relationship, gender

Explaining the relationships among supervisor support, affective commitment to change, and innovative work behavior: The moderating role of coworker support

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SUMMARY. Despite the widely accepted assumption that contextual variables can dramatically affect individual psychological reactions to change, empirical research seeking to understand the role exerted by social support in either fostering or hindering employees' commitment to change and change-supportive behaviors is scarce and inconsistent. The purpose of the present study is to expand the extant literature on employees' reactions to change and change-oriented endeavors by assessing the interaction between two specific forms of social support – i.e. supervisor and coworker support – in predicting affective commitment to change and innovative work behavior. We specifically hypothesized that supervisor support interacted with coworker support in enhancing affective commitment to change and individual engagement in innovative activities. These propositions were generally supported in a survey of 186 employees from a chemical and pharmaceutical company. Moderation analyses specifically revealed that positive relationships between supervisor support on one hand, and affective commitment to change and innovative behaviors on the other, were significant only in the case of high coworker support. Results are discussed in terms of theoretical and practical implications.

Keywords: commitment to change, innovative work behavior, social support

EXPERIENCES AND TOOLS

Vicarious trauma: a contribution to the Italian Adaptation of the Secondary Traumatic Stress Scale in a sample of ambulance operators

Ilaria Setti & Piergiorgio Argentero

SUMMARY. Introduction. Vicarious traumatization (VT) is the emotional experience of people who are in contact with trauma survivors. The goal of this study was to develop an Italian version of the Secondary Traumatic Stress Scale (STSS, Bride et al., 2004). It is a 17-item self-report questionnaire that measures symptoms of VT. **Methods.** Data from a sample of ambulance operators (N = 532) were used. In addition to preliminary item and reliability analyses, an explorative and a confirmatory factor analyses of the STSS were carried out. **Results.** The original three-scale STSS structure was partially confirmed: two factors (arousal and intrusion) with high internal consistency were drawn out by the explorative factor analysis and confirmed by the confirmatory analysis. **Conclusions.** The results obtained are discussed on the basis of the social and professional features of our sample, and other studies will be carried out in future on different professional categories in order to confirm the results obtained.

Keywords: vicarious traumatization, ambulance operators, questionnaire adaptation