

## **Can strong identification harm the ingroup? Secure and defensive forms of group identification in intragroup relations and group goal-attainment**

Group identification processes seem to play an increasingly important role in today's political and social landscape. Brexit, the referendum in Catalonia, or the rise of nationalist parties suggests that the effectiveness of international organizations is questioned, while the need to emphasize the value of the one's own nation is growing. However, numerous past studies were focused on identifying the intergroup consequences of emphasizing in-group identity. In contrast, the problem of the relationship of different forms of in-group identity with **intragroup** relations, attitudes and decision regarding in-group so far seems to be underestimated. Can it be that the way the individuals identify with their own group is associated with their attitude toward other in-group members and readiness to act for them and for the group goals?

Based on classic literature and recent findings, we predict that a defensive form of group identification - though not a secure form - may play a negative role in shaping group loyalty, social relationships within the group, group productivity and achieving significant group goals.

We aim to test these predictions across three social contexts in which secure and defensive forms of group identification can be manifested: (1) in the **political** context, we will conduct studies using cross-sectional and longitudinal designs, allowing analyzing short- and long-term effects and verification of causal relationships; (2) in the **environmental** context, we plan to apply experimental designs in order to test factors that can shape support for pro- or anti-environmental actions, which may further translate into the well-being of the in-group (e.g. health outcomes) and protection of the national heritage; (3) in the **organizational** context we aim to explore the linkages among group (organizational) identification and various important constructs in teams and organizations, such as organizational culture, team functioning, employee engagement, and productivity, using multi-level surveys.

Thus, our project seeks to offer insight into consequences of different forms of identity for the in-groups themselves. The project's insights will develop our understanding of the consequences of secure and defensive identification and will be a significant input into further development of identity theory. Furthermore, the present project will also be the first opportunity to test the role of different forms of identification at the group level rather than at the individual level (as in most previous studies). As such, project findings are potentially a significant advancement in the social identification theory, thereby having direct implications for various branches of psychology: social, political, organizational and conservation psychology. Due to the nature of the variables investigated here, the results of these studies may also be of great social and practical significance. They would offer insight into the discrepancies in the decisions and views expressed by those who declare equally strong attachment to their own group, such as the nation. Within business organizations, the project findings may be the starting point for designing interventions aimed at improving social relationships, as well as the productivity of teams or companies.