

ADAM M. GRANT

The Class of 1965 Professor of Management and Psychology
The Wharton School, University of Pennsylvania

www.adamgrant.net

EDUCATION

UNIVERSITY OF MICHIGAN

Ph.D., Organizational Psychology (2006), M.S., Organizational Psychology (2005)

HARVARD UNIVERSITY

B.A., Psychology (2003): Phi Beta Kappa, Magna Cum Laude with Highest Honors,
John Harvard Scholarship for Highest Academic Achievement

AWARDS AND HONORS

RESEARCH, SPEAKING, AND WRITING

- [TED speaker](#) (2016)
- [#1 national bestselling book](#) (2016)
- [New York Times Contributing Opinion Writer](#) (2015-present)
- [World Economic Forum Young Global Leader](#) (2015-present)
- [Thinkers50 Most Influential Global Management Thinkers](#) (2015)
- [The Nantucket Project Audience Award](#) (2015)
- [HR's Most Influential International Thinkers](#) (2014, 2015)
- [American Management Association Top 30 Leaders in Business](#) (2014)
- [Fellow, Martin Prosperity Institute](#) (2014)
- Two [New York Times](#) and [Wall Street Journal](#) bestselling books (2013, 2016)
- Best books of 2013: [Amazon](#), [Financial Times](#), [Washington Post](#), [Fortune, Inc.](#), [Wall Street Journal](#), [Apple iTunes](#), [New York Post](#), [Greater Good](#), [Vancouver Sun](#)
- [New York Times Magazine](#) cover story, "Is giving the secret to getting ahead?" (2013)
- [Give and Take on the Today Show](#) (2013)
- [Forbes most dynamic social innovation initiatives of 2013](#)
- [Harvard Business Review ideas that shaped management in 2013](#)
- [LinkedIn Influencer](#) (2013-present)
- [APA Distinguished Scientific Award for Early Career Contribution to Applied Psychology](#) (2011)
- [Cummings Scholarly Achievement Award, Academy of Management OB Division](#) (2011)
- [SIOP Distinguished Early Career Contributions Award – Science](#) (2011)
- [Owens Scholarly Achievement Award, Best Publication in I/O Psychology, SIOP](#) (2010)
- Rensis Likert Prize, Best Paper from a Dissertation in Organization Studies (2008)
- Best Published Scholarly Article, Center for Positive Organizational Scholarship (2008)
- Emerald Management Reviews Citation of Excellence (2008, 2010, 2013)
- National Science Foundation Graduate Research Fellowship (2004-2006)
- SIOP Scholar, Lee Hakel Graduate Student Dissertation Scholarship (2006)
- APA Early Research Award, Applied Science (2005: \$1,000)
- Junior Fellow, American Academy of Political and Social Science (2003)

TEACHING AND SERVICE

- [Class of 1984 Teaching Award](#), highest-rated Wharton MBA professor (2012, 2013, 2014, 2015)
- Excellence in Teaching Award, Wharton MBA program (2013, 2014, 2015)
- Excellence in Teaching Award, Wharton Undergraduate Division (2010, 2011, 2014, 2015)

- Excellence in Teaching Award, Wharton MBA Core Curriculum (2011, 2013)
- Excellence in Teaching Award, Wharton MBA Elective Curriculum (2010, 2012)
- Goes Above and Beyond the Call of Duty, Wharton MBA Class (2011, 2012, 2013, 2014, 2015)
- [BusinessWeek favorite professors](#) (2012)
- [World's 40 Best Business School Professors Under 40, Poets and Quants](#) (2011)
- Penn Fellow, one of eight faculty selected university-wide (2012)
- Elected Faculty Speaker, Wharton Undergraduate Graduation Ceremony (2011)
- Elected Faculty Marshal, Wharton MBA Class (2011, 2012)
- Outstanding Faculty Award, University of Pennsylvania Friars Senior Honor Society (2011)
- Tanner Award for Excellence in Undergraduate Teaching, UNC university-wide (2009)
- Weatherspoon Award for Excellence in Undergraduate Teaching, UNC Kenan-Flagler (2008)
- MBA Teaching All-Star, UNC Kenan-Flagler (2008-2009)
- Associate Editor, *Academy of Management Journal* (2010-2013)
- Outstanding Reviewer, *Academy of Management Journal* (2007-2008, 2008-2009)
- Outstanding Reviewer, *Academy of Management Review* (2010-2011, 2011-2012)
- Outstanding Reviewer, Academy of Management OB division (2006, 2008, 2009)

ACADEMIC POSITIONS

THE WHARTON SCHOOL OF BUSINESS, UNIVERSITY OF PENNSYLVANIA (Philadelphia)

- The Class of 1965 Wharton Professor of Management and Professor of Psychology (2013-present)
- Associate Professor of Management, with tenure (2011-2013)
- Associate Professor of Management (2009-2011)

UNIVERSITY OF NORTH CAROLINA (Chapel Hill)

- Assistant Professor of Organizational Behavior, Kenan-Flagler Business School (2007-2009)
- Willard J. Graham Fellow, Kenan-Flagler Business School (2008-2009)

UNIVERSITY OF SHEFFIELD (United Kingdom)

- Visiting Scholar, Institute of Work Psychology (2007)

UNIVERSITY OF MICHIGAN (Ann Arbor)

- Adjunct Assistant Professor of Management & Organizations, Ross School of Business (2006-2007)
- Lecturer, Organizational Studies Program, College of Literature, Science, & Arts (2006-2007)
- Graduate Student Instructor, Psychology and Organizational Studies (2005-2006)

HARVARD UNIVERSITY (Cambridge)

- Senior research officer, Brian Little's personal projects interest group (2002-2003)
- Research coordinator and research assistant, Ellen Langer's social psychology laboratory (2000-2003)

PUBLICATIONS

BOOKS

1. **Grant, A. M.** 2013. [Give and Take: Why Helping Others Drives Our Success](#). New York: Viking.
 - Translated into 27 languages
 - Bestseller lists: [New York Times](#), [Wall Street Journal](#), [Washington Post](#), [Publisher's Weekly](#), [USA Today](#), [San Francisco Chronicle](#), [Indie Bound](#); reached #3 on both Amazon and Barnes & Noble
 - [Amazon's best books of 2013](#) and [Financial Times books of the year](#)
 - [Washington Post 2013 books every leader should read](#)

- [Fortune's five must-read business books](#) and [Inc. best books for entrepreneurs](#)
 - [Amazon customer favorites: the top 100 print books of 2013](#)
 - [Wall Street Journal favorite books of 2013](#) and [Vancouver Sun year's best books](#)
 - [New York Post most entertaining workplace books of 2013](#)
 - [Apple eBooks best of 2013](#) and [J.P. Morgan Reading List](#)
 - [Thinkers50 Best Book Award short list](#)
 - [Financial Times and Goldman Sachs Business Book of the Year long list](#)
 - [London Evening Standard's best back to work books](#)
 - [Oprah Magazine 15 riveting reads to pick up in May](#)
2. **Grant, A. M.** 2016. [Originals: How Non-Conformists Move the World](#). New York: Viking.
- [#1 national bestseller](#)
 - Bestseller lists: [New York Times](#), [Wall Street Journal](#), [Washington Post](#), [USA Today](#), [Chicago Tribune](#), [Los Angeles Times](#), [San Francisco Chronicle](#), [Publisher's Weekly](#)
 - Features: [Today Show](#), [Marketplace](#), [New York Times](#)
 - Reviews: [Financial Times](#), [Inc.](#), [Washington Post](#), [Time](#), [Fast Company](#), [New York Times](#), [Guardian](#), [Forbes](#), [Parade](#), [Cosmopolitan](#), [Brain Pickings](#), [Tech Crunch](#), [New York Magazine](#)
 - [Amazon's best books of February 2016](#)

KEY REFEREED ARTICLES

3. **Grant, A. M.** 2007. Relational job design and the motivation to make a prosocial difference. *Academy of Management Review*, 32: 393-417.
- Fast-Breaking Paper, Top 1% Citation Increases in Economics and Business (Thomson Reuters Essential Science Indicators, 2008)
 - Reprinted in *Readings in Organizational Behavior*, edited by J. A. Wagner III & J. Hollenbeck.
4. **Grant, A. M.**, *Campbell, E. M., *Chen, G., *Cottone, K., *Lapedis, D., & *Lee, K. 2007. Impact and the art of motivation maintenance: The effects of contact with beneficiaries on persistence behavior. *Organizational Behavior and Human Decision Processes*, 103: 53-67.
- Finalist, Outstanding Publication in Organizational Behavior Award, Academy of Management
 - Best Published Scholarly Article, Center for Positive Organizational Scholarship
 - Top 25 hottest articles in *OBHDP* (ScienceDirect, 2007)
 - American Psychological Association Early Research Award, Applied Science
5. **Grant, A. M.**, Dutton, J. E., & Rosso, B. 2008a. Giving commitment: Employee support programs and the prosocial sensemaking process. *Academy of Management Journal*, 51: 898-918.
6. **Grant, A. M.** 2008a. Does intrinsic motivation fuel the prosocial fire? Motivational synergy in predicting persistence, performance, and productivity. *Journal of Applied Psychology*, 93: 48-58.
7. **Grant, A. M.** 2008b. The significance of task significance: Job performance effects, relational mechanisms, and boundary conditions. *Journal of Applied Psychology*, 93: 108-124.
- SIOP Owens Scholarly Achievement Award, Best Publication in I/O Psychology (2010)
 - Rensis Likert Prize, Best Paper from a Dissertation in Organization Studies (2008)
8. **Grant, A. M.**, & Ashford, S. J. 2008. The dynamics of proactivity at work. *Research in Organizational Behavior*, 28: 3-34.
- Lead article
 - Most cited *ROB* publication in the last 5 years (Scopus Top 10 Cited, 2010)
 - Top 25 hottest articles in *ROB* (ScienceDirect, 2009)

9. **Grant, A. M., & Wade-Benzoni, K.** 2009. The hot and cool of death awareness at work: Mortality cues, aging, and self-protective and prosocial motivations. *Academy of Management Review*, 34: 600-622.
 - Lead article
 - Emerald Management Reviews Citation of Excellence
10. **Grant, A. M., & Mayer, D. M.** 2009. Good soldiers and good actors: Prosocial and impression management motives as interactive predictors of affiliative citizenship behaviors. *Journal of Applied Psychology*, 94: 900-912.
11. **Grant, A. M., & Parker, S. K.** 2009. Redesigning work design theories: The rise of relational and proactive perspectives. *Academy of Management Annals*, 3: 317-375.
12. **Grant, A. M., Parker, S. K., & Collins, C. G.** 2009. Getting credit for proactive behavior: Supervisor reactions depend on what you value and how you feel. *Personnel Psychology*, 62: 31-55.
 - Emerald Management Reviews Citation of Excellence
13. **Grant, A. M., & Sumanth, J. J.** 2009. Mission possible? The performance of prosocially motivated employees depends on manager trustworthiness. *Journal of Applied Psychology*, 94: 927-944.
14. **Hofmann, D. A., Lei, Z., & Grant, A. M.** 2009. Seeking help in the shadow of a doubt: The sensemaking processes underlying how nurses decide who to ask for advice. *Journal of Applied Psychology*, 94: 1261-1274.
15. **Grant, A. M., & Gino, F.** 2010. A little thanks goes a long way: Explaining why gratitude expressions motivate prosocial behavior. *Journal of Personality and Social Psychology*, 98: 946-955.
16. **Grant, A. M., & Sonnentag, S.** 2010. Doing good buffers against feeling bad: Prosocial impact compensates for negative task and self-evaluations. *Organizational Behavior and Human Decision Processes*, 111: 13-22.
17. **Berg, J. M., Grant, A. M., & Johnson, V.** 2010. When callings are calling: Crafting work and leisure in pursuit of unanswered occupational callings. *Organization Science*, 21: 973-994.
18. **Grant, A. M., & Wrzesniewski, A.** 2010. I won't let you down... or will I? Core self-evaluations, other-orientation, anticipated guilt and gratitude, and job performance. *Journal of Applied Psychology*, 95: 108-121.
19. **Grant, A. M., & Hofmann, D. A.** 2011. It's not all about me: Motivating hospital hand hygiene by focusing on patients. *Psychological Science*, 22: 1494-1499.
20. **Grant, A. M., Gino, F., & Hofmann, D. A.** 2011. Reversing the extraverted leadership advantage: The role of employee proactivity. *Academy of Management Journal*, 54: 528-550.
21. **Grant, A. M., & Berry, J. W.** 2011. The necessity of others is the mother of invention: Intrinsic and prosocial motivations, perspective-taking, and creativity. *Academy of Management Journal*, 54: 73-96.
22. **Grant, A. M., & Hofmann, D. A.** 2011. Outsourcing inspiration: The performance effects of ideological messages from leaders and beneficiaries. *Organizational Behavior and Human Decision Processes*, 116: 173-187.
23. **Grant, A. M., & Schwartz, B.** 2011. Too much of a good thing: The challenge and opportunity of the inverted-U. *Perspectives on Psychological Science*, 6: 61-76.

24. **Grant, A. M.**, **Nurmohamed, S., Ashford, S. J., & Dekas, K. 2011. The performance implications of ambivalent initiative: The interplay of autonomous and controlled motivations. *Organizational Behavior and Human Decision Processes*, 116: 241-251.
25. **Grant, A. M.** 2012. Leading with meaning: Beneficiary contact, prosocial impact, and the performance effects of transformational leadership. *Academy of Management Journal*, 55: 458-476.
26. **Grant, A. M.** 2012. Giving time, time after time: Work design and sustained employee participation in corporate volunteering. *Academy of Management Review*, 37: 589-615.
27. **Grant, A. M.**, & **Patil, S. V. 2012. Challenging the norm of self-interest: Minority influence and transitions to helping norms in work groups. *Academy of Management Review*, 37: 547-568.
28. **Grant, A. M.**, & Dutton, J. E. 2012. Beneficiary or benefactor: The effects of reflecting about receiving versus giving on prosocial behavior. *Psychological Science*, 23: 1033-1039.
29. Feiler, D. C., **Tost, L. P., & **Grant, A. M.** 2012. Mixed reasons, missed givings: The costs of blending egoistic and altruistic reasons in donation requests. *Journal of Experimental Social Psychology*, 48: 1322-1328.
30. Molinsky, A., **Grant, A. M.**, & Margolis, J. 2012. The bedside manner of homo economicus: How and why priming an economic schema reduces compassion. *Organizational Behavior and Human Decision Processes*, 119: 27-37.
31. Sonnentag, S., & **Grant, A. M.** 2012. Doing good at work feels good at home, but not right away: When and why perceived prosocial impact predicts positive affect. *Personnel Psychology*, 65: 495-530.
32. **Grant, A. M.** 2013. Rocking the boat but keeping it steady: The role of emotion regulation in employee voice. *Academy of Management Journal*, 56: 1703-1723.
33. **Grant, A. M.** 2013. Rethinking the extraverted sales ideal: The ambivert advantage. *Psychological Science*, 24: 1024-1030.
34. **Grant, A. M.**, & Rothbard, N. P. 2013. When in doubt, seize the day? Security values, prosocial values, and proactivity under ambiguity. *Journal of Applied Psychology*, 98: 810-819.
35. Tetlock, P., Vieider, F., **Patil, S. V., & **Grant, A. M.** 2013. Accountability and ideology: When left looks right and right looks left. *Organizational Behavior and Human Decision Processes*, 122: 22-35.
36. Sonenshein, S., Dutton, J. E., **Grant, A. M.**, Sutcliffe, K., & Spreitzer, G. 2013. Growing at work: Employees' interpretations of progressive self-change in organizations. *Organization Science*, 24: 552-570.
37. **Grant, A. M.**, **Berg, J. M., & Cable, D. M. 2014. Job titles as identity badges: How self-reflective titles can reduce emotional exhaustion. *Academy of Management Journal*, 57: 1201-1225.
38. Fragale, A., & **Grant, A. M.** 2015. Busy brains, boosters' gains: Self-promotion effectiveness depends on audiences' cognitive resources. *Journal of Experimental Social Psychology*, 58: 63-76.
39. Bolino, M. C., & **Grant, A. M.** 2016. The bright side of being prosocial at work, and the dark side too: A review and agenda for research on other-oriented motives, behavior, and impact in organizations. Forthcoming in *Academy of Management Annals*.

40. Menges, J., Tussing, D. V., Wihler, A., & **Grant, A. M.** 2016. When job performance is all relative: How family motivation compensates for intrinsic motivation. Forthcoming in the *Academy of Management Journal*.

ADDITIONAL REFEREED ARTICLES

41. Spreitzer, G., Sutcliffe, K., Dutton, J. E., Sonenshein, S., & **Grant, A. M.** 2005. A socially embedded model of thriving at work. *Organization Science*, 16: 537-549.
42. Anderson, P. J. J., Blatt, R., Christianson, M. K., **Grant, A. M.**, Marquis, C., Neuman, E. J., Sonenshein, S., & Sutcliffe, K. 2006. Understanding mechanisms in organizational research: Reflections from a collective journey. *Journal of Management Inquiry*, 15: 102-113.
43. Fried, Y., **Grant, A. M.**, Levi, A. S., Hadani, M., & Slowik, L. H. 2007. Job design in temporal context: A career dynamics perspective. *Journal of Organizational Behavior*, 28: 911-927.
44. **Grant, A. M.**, Christianson, M. K., & Price, R. H. 2007. Happiness, health, or relationships? Managerial practices and employee well-being tradeoffs. *Academy of Management Perspectives*, 21: 51-63.
- Finalist, Academy of Management Perspectives Best Paper Award
45. **Grant, A. M.**, & *Campbell, E. M. 2007. Doing good, doing harm, being well and burning out: The interactions of perceived prosocial and antisocial impact in service work. *Journal of Occupational and Organizational Psychology*, 80: 665-691.
- Emerald Management Reviews Citation of Excellence
46. **Grant, A. M.** 2008c. Employees without a cause: The motivational effects of prosocial impact in public service. *International Public Management Journal*, 11: 48-66.
47. **Grant, A. M.**, Molinsky, A., Margolis, J., *Kamin, M., & Schiano, W. 2009. The performer's reactions to procedural injustice: When prosocial identity reduces prosocial behavior. *Journal of Applied Social Psychology*, 39: 319-349.
48. **Grant, A. M.** 2008d. Designing jobs to do good: Dimensions and psychological consequences of prosocial job characteristics. *Journal of Positive Psychology*, 3: 19-39.
49. **Grant, A. M.**, & Wall, T. D. 2009. The neglected science and art of quasi-experimentation: Why-to, when-to, and how-to advice for organizational researchers. *Organizational Research Methods*, 12: 653-686.
50. **Grant, A. M.** 2009. Putting self-interest out of business? Contributions and unanswered questions from use-inspired research on prosocial motivation. *Industrial and Organizational Psychology*, 2: 94-98.
51. **Grant, A. M.**, Fried, Y., Parker, S. K., & Frese, M. 2010. Putting job design in context: Introduction to the special issue. *Journal of Organizational Behavior*, 31: 145-157.
52. Wright, B., & **Grant, A. M.** 2010. Unanswered questions about public service motivation: Designing research to address key issues of emergence and effects. *Public Administration Review*, 70: 691-700.
53. **Grant, A. M.**, & Hofmann, D. A. 2011. Role expansion as a persuasion process: The interpersonal influence dynamics of role redefinition. *Organizational Psychology Review*, 1: 9-31.
- Lead article

54. Aknin, L. B., Dunn, E. W., Whillans, A. V., **Grant, A. M.**, & Norton, M. I. 2013. Making a difference matters: Impact unlocks the emotional benefits of prosocial spending. *Journal of Economic Behavior & Organization*, 88: 90-95.
55. Arieli, S., **Grant, A. M.**, & Sagiv, L. 2014. Convincing yourself to care about others: An intervention for enhancing benevolence values. *Journal of Personality*, 82: 15-24.
56. Michaelson, C., Dunn, C., **Grant, A. M.**, & Pratt, M. G. 2014. Meaningful work: Connecting business ethics and organization studies. *Journal of Business Ethics*, 121: 77-90.
57. Erez, A., & **Grant, A. M.** 2014. Separating data from intuition: Bringing evidence into the management classroom. *Academy of Management Learning & Education*, 13: 104-119.
58. Rothman, A. J., Gollwitzer, P. M., **Grant, A. M.**, Neal, D. T., Sheeran, P., & Wood, W. 2015. Hale and hearty policies: How psychological science can create and maintain healthy habits. *Perspectives on Psychological Science*, 10: 701-705.

BOOK CHAPTERS AND INVITED ARTICLES

59. **Grant, A. M.**, Little, B. R., & Phillips, S. D. 2006. Personal projects and organizational lives: When personal projects are not merely personal. In B. R. Little, K. Salmela-Aro, & S. D. Phillips (Eds.), *Personal project pursuit: Goals, action, and human flourishing*: 221-246. Mahwah, NJ: Erlbaum.
60. Little, B. R., & **Grant, A. M.** 2006. The sustainable pursuit of core projects, including this one: Retrospect and prospects. In B. R. Little, K. Salmela-Aro, & S. D. Phillips (Eds.), *Personal project pursuit: Goals, action, and human flourishing*: 403-444. Mahwah, NJ: Erlbaum.
61. Margolis, J., **Grant, A. M.**, & Molinsky, A. 2007. Expanding ethical standards of HRM: Necessary evils and the multiple dimensions of impact. In A. H. Pinnington, R. Macklin, & T. Campbell (Eds.), *Human resource management: Ethics and employment*: 237-251. New York: Oxford University Press.
62. **Grant, A. M.**, Dutton, J. E., & Rosso, B. 2008b. That's important! Making a difference with organizational research. In D. Barry & H. Hansen (Eds.), *Sage handbook of new & emerging approaches to management & organization*: 451-452. London: Sage.
63. **Grant, A. M.**, Fried, Y., & **Juillerat, T. 2010. Work matters: Job design in classic and contemporary perspectives. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology, 1*: 417-453. Washington, DC: American Psychological Association.
64. **Grant, A. M.**, & **Berg, J. M. 2011. Prosocial motivation at work: When, why, and how making a difference makes a difference. In K. Cameron and G. Spreitzer (Eds.), *Oxford handbook of positive organizational scholarship*: 28-44. New York: Oxford University Press.
65. **Grant, A. M.**, & Pollock, T. G. 2011. From the Editors: Publishing in *AMJ*—Part 3: Setting the hook. *Academy of Management Journal*, 54: 873-879.
66. **Grant, A. M.**, & **Shin, J. 2011. Work motivation: Directing, energizing, and maintaining effort (and research). In R. M. Ryan (Ed.), *Oxford handbook of motivation*: 505-519. New York: Oxford University Press.
67. **Grant, A. M.** 2014. Outsource inspiration. In J. E. Dutton & G. Spreitzer (Eds.), *Putting positive leadership in action: Bringing out the best in work organizations*. San Francisco: Berrett-Koehler.

68. **Grant, A. M.** 2014. Work and the art of motivation maintenance. Forthcoming in M. Gernsbacher (Ed.), *Psychology and the real world* (2nd ed.).

**Denotes doctoral students advised; *Denotes undergraduate students advised

MAGAZINE AND NEWSPAPER ARTICLES

69. **Grant, A.M.**, Gino, F., & Hofmann, D.A. 2010. [The hidden advantages of quiet bosses](#). *Harvard Business Review*, December: 28.

70. **Grant, A. M.** 2011. [How customers can rally your troops: End users can energize your workforce far better than your managers can](#). *Harvard Business Review*, June: 97-103.

71. **Grant, A. M.**, Gino, F., & Hofmann, D. A. 2011. [Stop stealing the spotlight: The perils of extraverted leadership](#). *European Business Review*, May-June: 29-31.

72. **Grant, A. M.** 2011. [Motivating creativity at work: The necessity of others is the mother of invention](#). *Psychological Science Agenda*, 25(7).

73. **Grant, A. M.** 2013. [Givers take all: The hidden dimension of corporate culture](#). *The McKinsey Quarterly*, April.

74. **Grant, A. M.** 2013. [In the company of givers and takers](#). *Harvard Business Review*, April: 90-97.

75. **Grant, A. M.** 2013. [Turning the tables on success](#). *strategy+business*, April.

76. **Grant, A. M.** 2013. [Good guys can win at work](#). *Time Magazine*, April.

77. **Grant, A. M.** 2013. [The best lie detectors in the workplace](#). *Washington Post*, April.

78. **Grant, A. M.** 2013. [Fitting in and standing out: Shifting mindsets from taking to giving](#). *ChangeThis*, April.

79. **Grant, A. M.** 2013. [Givers and takers: Who are the best performers in the workplace?](#) *The Independent*, May.

80. **Grant, A. M.** 2013. [Why men need women](#). *The New York Times*, July.

81. **Grant, A. M.** 2013. [An upfront bonus pays over the long term](#). *The Financial Times*, August.

82. **Grant, A. M.** 2014. [The dark side of emotional intelligence](#). *The Atlantic*, January.

83. **Grant, A. M.** 2014. [A solution for bad teaching](#). *The New York Times*, February.

84. **Grant, A. M.** 2014. [How to succeed professionally by helping others](#). *The Atlantic*, March.

85. **Grant, A. M.** 2014. [Raising a moral child](#). *The New York Times*, April.

86. **Grant, A. M.** 2014. [Why so many men don't stand up for their female colleagues](#). *The Atlantic*, April.

87. **Grant, A. M.** 2014. [Throw out the college application system](#). *The New York Times*, October.

88. **Grant, A. M.**, & Sandberg, S. 2014. [When talking about bias backfires](#). *The New York Times*, December.
89. Sandberg, S., & **Grant, A. M.** 2015. [Speaking while female](#). *The New York Times*, January.
90. **Grant, A. M.**, & Sandberg, S. 2015. [Madam C.E.O., get me a coffee](#). *The New York Times*, February.
91. Sandberg, S., & **Grant, A. M.** 2015. [How men can succeed in the boardroom and the bedroom](#). *The New York Times*, March.
92. **Grant, A. M.** 2015. [The power of exclusion](#). *Good*, May.
93. **Grant, A. M.** 2015. [Friends at work? Not so much](#). *The New York Times*, September.
94. **Grant, A. M.** 2015. [Can we end the meditation madness?](#) *The New York Times*, October.
95. **Grant, A. M.** 2015. [The virtue of contradicting ourselves](#). *The New York Times*, November.
96. **Grant, A. M.** 2015. [The one question you should ask about every new job](#). *The New York Times*, December.
97. Cross, R. W., Rebele, R. W., & **Grant, A. M.** 2016. [Collaborative overload](#). *Harvard Business Review*, January-February.
98. **Grant, A. M.** 2016. [Why I taught myself to procrastinate](#). *The New York Times*, January.
99. **Grant, A. M.** 2016. [How to raise a creative child. Step one: back off](#). *The New York Times*, January.
100. **Grant, A. M.** 2016. Entrepreneurs, don't quit your day jobs. *Wired*, February.
101. **Grant, A. M.** 2016. [How to build a culture of originality](#). *Harvard Business Review*, March.

ONLINE ARTICLES AND BLOG POSTS

102. [We commit when we give](#). *Sustainable Enterprise Quarterly*, Summer 2009.
103. [The entry interview: Why wait until employees leave?](#) *Wharton Magazine Blog*, November 2010.
104. [The problem with financial incentives—and what to do about it](#). *Knowledge@Wharton*, March 2011.
105. [Sustainable employee motivation: Selfish or selfless?](#) *Wharton Magazine Blog*, March 2011.
106. [The unbearable lightness of meetings](#). *Center for Positive Organizational Scholarship*, March 2012.
107. [Does giving at work leave family behind?](#) *Huffington Post*, April 2013.
108. [Yes, power corrupts, but power also reveals](#). *LinkedIn*, April 2013.
109. [Helicopter managers: The helping hand strikes again](#). *LinkedIn*, April 2013.
110. [What's worse than a coworker who undermines you?](#) *LinkedIn*, April 2013.
111. [The common ingredient for team success](#). *LinkedIn*, May 2013.
112. [Does trying to be happy make us unhappy?](#) *LinkedIn*, May 2013.
113. [Who's smarter: The selfish or the generous?](#) *LinkedIn*, May 2013.
114. [Don't make the right decision: make the decision right](#). *LinkedIn*, May 2013.
115. [The power of the pen: How to boost happiness, health, and productivity](#). *LinkedIn*, May 2013.
116. [The bad habits of good negotiators](#). *LinkedIn*, June 2013.
117. [What's wrong with job interviews, and how to fix them](#). *LinkedIn*, June 2013.
118. [Finding the hidden value in your network](#). *LinkedIn*, June 2013.
119. [6 ways to get me to email you back](#). *LinkedIn*, June 2013.
120. [A better way to discover your strengths](#). *LinkedIn*, July 2013.
121. [How to escape from bad decisions](#). *LinkedIn*, July 2013.

122. [Getting colleagues to carry their weight](#). *LinkedIn*, July 2013.
123. [Where great leaders earn their stripes](#). *Huffington Post*, July 2013.
124. [Do women civilize men?](#) *LinkedIn*, July 2013.
125. [What Millennials really want out of work](#). *LinkedIn*, August 2013.
126. [Don't even think about reading this post](#). *LinkedIn*, August 2013.
127. [Recognizing givers](#). *Huffington Post*, August 2013.
128. [How to think like a wise person](#). *LinkedIn*, August 2013.
129. [Instead of monitoring employees, try motivating them](#). *LinkedIn*, September 2013.
130. [Why some people have no boundaries online](#). *LinkedIn*, September 2013.
131. [Say goodbye to MBTI, the fad that won't die](#). *LinkedIn*, September 2013.
132. [MBTI, if you want me back, you need to change too](#). *LinkedIn*, September 2013.
133. [Wharton has an image problem](#). *LinkedIn*, September 2013.
134. [What makes Malcolm Gladwell fascinating](#). *LinkedIn*, October 2013.
135. [The positive power of negative thinking](#). *LinkedIn*, October 2013.
136. [Does studying economics breed greed?](#) *LinkedIn*, October 2013.
137. [Why I gossip at work \(and you should too\)](#). *LinkedIn*, October 2013.
138. [The sneaky influence tactics you never saw coming](#). *LinkedIn*, November 2013.
139. [Why you shouldn't say "you're welcome."](#) *LinkedIn*, November 2013.
140. [Do good people turn evil?](#) *LinkedIn*, November 2013.
141. [The gift we love to receive but forget to give](#). *LinkedIn*, November 2013.
142. [Are you a slacktivist? Stop liking causes on Facebook](#). *LinkedIn*, December 2013.
143. [It's better to start your career in a recession](#). *LinkedIn*, December 2013.
144. [The 12 business books to read in 2014](#). *LinkedIn*, December 2013.
145. [My Festivus grievances about online comments](#). *LinkedIn*, December 2013.
146. [Why I was wrong about Twitter](#). *LinkedIn*, January 2014.
147. [It's time to eliminate exploding job offers](#). *LinkedIn*, January 2014.
148. [The #1 feature of a meaningless job](#). *LinkedIn*, January 2014.
149. [Negotiating your salary without playing hardball](#). *LinkedIn*, February 2014.
150. [5 myths about introverts and extraverts at work](#). *LinkedIn*, February 2014.
151. [Is it wrong to plagiarize from an email?](#) *LinkedIn*, February 2014.
152. [Can't-miss business books for spring and summer](#). *LinkedIn*, March 2014.
153. [8 ways to say no without hurting your image](#). *LinkedIn*, March 2014.
154. [Why girls get called bossy, and how to avoid it](#). *LinkedIn*, March 2014.
155. [The top ten signs you might be a taker](#). *LinkedIn*, March 2014.
156. [How to become productively generous](#). *LinkedIn*, March 2014.
157. [How not to introduce a speaker](#). *LinkedIn*, April 2014.
158. [The most valuable business degree doesn't exist](#). *LinkedIn*, April 2014.
159. [You're looking for help in all the wrong places](#). *LinkedIn*, April 2014.
160. [Leadership lessons from children's books](#). *LinkedIn*, May 2014.
161. [If you do this, your emails might be rude](#). *LinkedIn*, May 2014.
162. [Three words you shouldn't say about yourself](#). *LinkedIn*, May 2014.
163. [Why behavioral economics is cool, and I'm not](#). *LinkedIn*, June 2014.
164. [Playing golf, and other mistakes CEOs make](#). *LinkedIn*, June 2014.
165. [Should teammates get equal pay?](#) *LinkedIn*, July 2014.
166. [You're not my friend](#). *LinkedIn*, July 2014.
167. [Legacy wars: Steve Jobs vs. Bill Gates](#). *LinkedIn*, August 2014.
168. [The new books to read this fall](#). *LinkedIn*, September 2014.
169. [How I overcame the fear of public speaking](#). *LinkedIn*, September 2014.
170. [Emotional intelligence is overrated](#). *LinkedIn*, September 2014.
171. [Don't start a company with your friends](#). *LinkedIn*, October 2014.
172. [The most influential books of the past decade](#). *LinkedIn*, November 2014.
173. [How to stop annoying behaviors and handle offensive people](#). *LinkedIn*, November 2014.
174. [The biggest reason we steal other people's ideas](#). *LinkedIn*, December 2014.
175. [The 15 new books to read in 2015](#). *LinkedIn*, January 2015.

176. [How not to ask for a recommendation letter](#). *LinkedIn*, February 2015.
177. [Why I failed to advocate for women: Confessions of an ignorant man](#). *LinkedIn*, March 2015.
178. [Three lies about meaningful work](#). *LinkedIn*, May 2015.
179. [Remembering Dave Goldberg, the ultimate mensch](#). *LinkedIn*, May 2015.
180. [Even smart leaders make these mistakes](#). *LinkedIn*, June 2015.
181. [My mentor never gave his last lecture](#). *LinkedIn*, August 2015.
182. [Q&A: why I think nuclear families might become obsolete, the most influential person alive is J.K. Rowling, and more](#). *Parlio*, August 2015.
183. [7 new books to read this fall](#). *LinkedIn*, August 2015.
184. [No, you can't pick my brain, but I'll talk to you anyway](#). *LinkedIn*, September 2015.
185. [Dear men: Wake up and smell the inequality](#). *LinkedIn*, October 2015.
186. [How to be an online troll](#). *LinkedIn*, October 2015.
187. [Instead of just being grateful, try this](#). *LinkedIn*, November 2015.
188. [The 10 new books to read in 2016](#). *LinkedIn*, December 2015.
189. [Do you know what it takes to be original?](#) *Harvard Business Review*, January 2016.
190. [Your most creative ideas are the hardest to sell, but they don't have to be](#). *LinkedIn*, January 2016.
191. [How to make an email introduction that doesn't ruin both people's lives](#). *Time*, February 2016.
192. [To overcome the fear of failure, fear this instead](#). *LinkedIn*, February 2016.

TEACHING

UNIVERSITY OF PENNSYLVANIA COURSES

INSTRUCTOR RATINGS

- *Foundations of Teamwork and Leadership (Management 610, MBA core)*
 - 2015: 215 students, section ratings 3.96, 3.92, 3.90 3.93 /4
 - 2014: 216 students, section ratings 3.95, 3.97, 3.95 3.96 /4
 - 2013: 201 students, section ratings 3.96, 3.91, 3.98 3.95 /4
 - 2012: 211 students, section ratings 3.93, 4.00, 3.94 3.96 /4
- *Organizational Behavior (Management 238, undergraduate elective)*
 - 2015: 74 students 3.92 /4
 - 2014: 79 students 3.97 /4
 - 2013: 77 students 3.99 /4
 - 2012: 79 students 4.00 /4
 - 2011: 78 students 4.00 /4
 - 2010: 69 students 3.92 /4
 - 2009: 42 students 3.92 /4
- *Negotiations (Management 691, MBA elective)*
 - 2012: 47 students 3.84 /4
 - 2011: 77 students (section ratings: 3.94, 3.94) 3.94 /4
 - 2010: 72 students (section ratings: 3.91, 3.76) 3.84 /4
 - 2009: 36 students 3.88 /4
- *Foundations of Teamwork and Leadership (Management 652, MBA core)*
 - 2011: 212 students (section ratings: 3.98, 3.96, 3.96) 3.97 /4
 - 2010: 201 students (section ratings: 3.66, 3.73, 3.85) 3.75 /4
 - 2009: 215 students (section ratings: 3.77, 3.61, 3.66) 3.68 /4
- *Guest lecturer:*
 - Penn Law (2012-2013)
 - Penn Medicine (2012-2013)
 - Master of Applied Positive Psychology (2009-present)
 - Executive Masters in Technology Management (2010-2012)
 - Department of Psychology (2011-present)

UNIVERSITY OF NORTH CAROLINA COURSES

- *Organizational Behavior (BUSI405, undergraduate core)*

- 2008: 110 students (section ratings: 4.94, 4.98) 4.96 /5
- 2007: 104 students (section ratings: 4.96, 4.94) 4.95 /5
- *Negotiations (MBA822, MBA elective)*
- 2008: 78 students (section ratings: 4.74, 4.74) 4.74 /5
- *Individual Behavior (BA851, PhD seminar)*
- 2007: 11 students 5.00 /5

UNIVERSITY OF MICHIGAN COURSES

- *Negotiations (Management & Organizations 512, MBA elective)*
- 2007: 61 students (section ratings: 4.87, 4.86) 4.87 /5
- *Managing Change (Management & Organizations 314, undergraduate elective)*
- 2006: 37 students 5.00 /5
- *Advanced Research Methods (Organizational Studies 410, undergraduate core)*
- 2006: 47 students 4.95 /5
- *Organizational Generosity (Organizational Studies 490, undergraduate elective)*
- 2006: graduate student instructor for new seminar with Jane Dutton 4.88 /5

MAKE-A-WISH CHALLENGE

Designed experiential learning exercise in which students fundraise for the Make-A-Wish Foundation while developing leadership, collaboration, networking, and influence skills, raising more than \$175,000 to grant wishes for children with life-threatening medical conditions

- 2013 (Penn Law): Organizational behavior students, over \$40,000
- 2013 (Wharton): MBA and undergraduate volunteers, over \$15,400
- 2012 (Penn Law): Organizational behavior students, over \$36,000
- 2012 (Wharton): Undergraduate volunteers, over \$17,000
- 2010-2011 (Wharton): MBA negotiation students, over \$33,300
- 2009 (UNC): MBA leadership students and undergraduate volunteers, over \$33,500

ADVISING

DISSERTATION COMMITTEES

- *Justin Berg*, Wharton Management (2015, creative forecasting): now Assistant Professor of Organizational Behavior, Stanford Graduate School of Business
- *James Berry*, UNC Organizational Behavior (2012, creativity): now Lecturer, Department of Management Science & Innovation, University College London
- *Sarah Birken*, UNC Public Health (2011, middle manager support for innovation): now Postdoctoral Fellow, Lineberger Comprehensive Cancer Center, UNC
- *Andrew Brodsky*, Harvard Business School Organizational Behavior (2016, email communication)
- *Alison Wood Brooks*, Wharton Operations and Information Management (2013, anxiety): now Assistant Professor of Business Administration, Harvard Business School
- *Drew Carton*, Duke Management and Organizations (2011, subgroups in work teams): now Assistant Professor of Management, Wharton
- *Damon Cates*, University of Pennsylvania Education (2011, alumni giving): now Associate Vice President for Alumni Relations and Annual Giving, University of Chicago
- *N. Andrew Cohen*, Wharton Management (2011, managers' external relationships): now Visiting Assistant Professor of Management, The George Washington University School of Business
- *Emma Edelman*, Wharton Operations and Information Management (2016, honesty and benevolence)
- *R. David Lebel*, Wharton Management (2012, fear and voice): now Assistant Professor of Business Administration, Katz School of Business, University of Pittsburgh
- *Samir Nurmohamed*, University of Michigan Management & Organizations (2013, underdogs): now Assistant Professor of Management, Wharton

- *Shefali Patil*, Wharton Management (2014, conformity and deviance): now Assistant Professor of Management, McCombs School of Business, University of Texas at Austin
- *Jihae Shin*, Wharton Management (2014, the dark side of intrinsic motivation): now Assistant Professor, Wisconsin School of Business
- *John Sumanth*, UNC Organizational Behavior (2011, leadership and upward communication): now Assistant Professor of Organizational Behavior, Wake Forest University School of Business
- *Leigh Tost*, Duke Management and Organizations (2010, social institutional change): now Assistant Professor of Management & Organizations, Ross School of Business, University of Michigan

UNDERGRADUATE HONORS THESES SUPERVISED

- *Justin Berg*, University of Michigan Organizational Studies and Psychology, “Coping with passion: Crafting work and leisure to answer a missed calling” (2007)
- *Elizabeth Campbell*, University of Michigan Psychology, “Job burnout revisited: The impact of making a difference at work” (2005)
- *Jackie Fleishman*, Wharton International Studies and Business, “The Mexican drug war” (2011)
- *Melissa Kamin*, University of Michigan Organizational Studies and Psychology, “Reorienting work orientation: The contribution of goals and values” (2007)
- *Karen Lee*, University of Michigan Psychology, “The effect of perceived impact on work satisfaction: A field experiment” (2004)
- *Nicholas LoBuglio*, UNC Organizational Behavior, “Cleaning up dirty work” (2009)
- *Rachel Penny*, UNC Organizational Behavior, “Motivating fan attendance and participation” (2009)
- *Jamie Whaley*, UNC Organizational Behavior, “Job design and the Big Five” (2009)
- *Jonathon Youshaei*, Wharton International Studies and Business, “Sports and peace” (2013)

FORMER UNDERGRADUATES IN DOCTORAL PROGRAMS

- Justin Berg, The Wharton School: Management PhD (2009-present)
- Andrew Brodsky, Harvard Business School: Organizational Behavior PhD (2011-present)
- Elizabeth Campbell-Bush, University of Maryland: Management & Organization PhD (2009-present)
- Nicholas LoBuglio, The Wharton School: Management PhD (2011-present)
- Christopher Myers, University of Michigan: Management & Organizations PhD (2010-present)
- Kari Kagan, Palo Alto University: PGSP-Stanford PsyD (2009-present)
- Sarah Long, University of Indianapolis: Clinical Psychology PsyD (2007-present)
- Jenna Scott, Massachusetts School of Professional Psychology: PsyD (2009-present)

PROFESSIONAL SERVICE

EDITORIAL POSITIONS

- Associate Editor, *Academy of Management Journal* (2010-2014)
- Consulting Editor, *Behavioral Science and Policy* (2014)
- Guest Editor, *Journal of Organizational Behavior* special issue, “Putting job design in context: Cross-disciplinary, cross-level, and cross-cultural perspectives” (2008-2010)

EDITORIAL BOARD MEMBER

- *Academy of Management Review* (2008-present)
- *Academy of Management Journal* (2007-2010, 2013-present)
- *Journal of Applied Psychology* (2008-2010)
- *Academy of Management Discoveries* (2013-present)
- *Academy of Management Perspectives* (2008-2011)
- *International Public Management Journal* (2007-present)
- *Organizational Psychology Review* (2009-present)
- *Journal of Management Inquiry* (2007-2009)

- *Academy of Management Review* special theory forum on understanding and creating caring and compassionate organizations (2010-2011)

AD-HOC REVIEWER

- *Administrative Science Quarterly* (2008-present)
- *Organization Science* (2007-present)
- *Organizational Behavior and Human Decision Processes* (2007-present)
- *Perspectives on Psychological Science* (2010-present)
- *Psychological Science* (2011-present)
- *Academy of Management Review* (2006-present)
- *Academy of Management Journal* (2006-present)
- *Journal of Applied Psychology* (2007-present)
- *Personnel Psychology* (2006-present)
- *Academy of Management Perspectives* (2008-present)
- *Journal of Occupational and Organizational Psychology* (2008-present)
- *Human Resource Management* (2007-present)
- *International Public Management Journal* (2006-present)
- *Organization Studies* (2009-present)
- *Journal of Business Ethics Education* (2009-present)
- Academy of Management Annual Meeting, organizational behavior division (2006-present)

COMMITTEE MEMBERSHIPS

- Judging panel, Forty Over 40 Women to Watch (2014)
- Center for Positive Organizations Research Advisory Board (2013-present)
- Academy of Management OB Division Cummings Scholarly Achievement Award Committee (2013)
- Academy of Management OB Division Representative-at-Large (2009-2012)
 - Chair, Awards (2011-2012)
 - Lead Coordinator, Junior Faculty Workshop (2010-2011)
 - Co-Coordinator, Junior Faculty Workshop (2009-2010)
- Academy of Management OB Division Scientific Affairs Committee (2008-2010)
- Honors Examiner, Swarthmore College (2010)
- *Academy of Management Review* Best Paper Committee (2009)
- *Academy of Management Perspectives* Best Paper Committee (2009-2010)
- Academy of Management Making Connections in Organizational Behavior Award Committee (2009)
- Academy of Management Best Paper in Organizational Behavior Committee (2008)
- *International Public Management Journal* Accenture Award Committee (2009-2010)
- SIOP William A. Owens Scholarly Achievement Award Committee (2008, 2010)
- SIOP Corporate Social Responsibility Theme Track (2008-2009)
- SIOP Graduate Student Scholarship Selection Committee (2007-2010)
- International Advisory Board, Sheffield Institute of Work Psychology Conference (2007-2008)

PRESENTATIONS

KEYNOTE SPEECHES

- Acumen Fund (June 2013)
- ADP Retirement Services, Worldwide Sales Leadership Conference (May 2015)
- Advent International (May 2016)
- AllState (April 2015)
- American Bankers Association (November 2015)
- American Camp Association (February 2014)
- American Gas Association (June 2013)
- American Securities (February 2015)

- American Society of Association Executives (August 2014)
- Angelo, Gordon & Co. Conference (April 2013)
- AQR Capital Management (April 2016)
- Ariel Investments (January 2014)
- Aspen Ideas Festival (June 2016)
- Associated General Contractors of America (February 2014)
- Association of American Medical Colleges, Annual Meeting (November 2013)
- Bank of America Merrill Lynch, Senior Leaders Meeting (February 2015)
- Bank of America Merrill Lynch (September 2014)
- Behavioral Science and Policy Association (June 2015)
- Beneficial Bank (September 2015)
- Berkshire Partners (May 2016)
- Bloomberg (August 2014)
- Boston Consulting Group (September 2015)
- Boston Consulting Group (October 2015)
- Chartered Institute of Personnel and Development, Annual Conference (November 2014)
- Cincinnati Regional Chamber of Commerce, Bold Fusion (August 2013)
- CNBC Ignite (March 2015)
- Comcast, Women's Network Conference (July 2014)
- Commonfund (February 2015)
- Corning (January 2014)
- CorpU Global Leadership Congress (April 2013)
- Credit Union National Association (July 2013)
- DaVita (April 2014)
- Deer Valley Technology Leaders Conference (January 2016)
- DLD Conference New York (May 2016)
- DonorsChoose Partner Summit (May 2014)
- Duke Realty (February 2014)
- Edison Ventures CEO Summit (June 2014)
- Evercore (April 2014)
- Facebook, Global Sales and Marketing Summit (February 2015)
- Family Action Network (January 2014)
- Fenwick & West, LLP (May 2014)
- Fidelity Investments (June 2013)
- Fidelity Investments Executive Forum (May 2015)
- ForeSee Annual Business Summit (May 2016)
- Fortune Leadership Summit (May 2014)
- Freddie Mac (August 2013)
- Freedom Mortgage (April 2015)
- Gartner (October 2015)
- GE Aviation (January 2015)
- Goldman Sachs, Builders + Innovators Summit (October 2015)
- Goldman Sachs, Managing Directors Orientation (January 2013)
- Goldman Sachs, Managing Directors Leadership Acceleration Initiative (May 2013 and May 2014)
- Goldman Sachs, Capital Markets Conference (June 2015)
- Goldman Sachs, Professional Investors Forum (October 2015)
- Google, Global People Operations Conference (May 2012)
- Google, Zeitgeist (September 2014)
- Globoforce (June 2015)
- Graduate Management Admission Council (June 2014)
- Grantham, Mayo, Van Otterloo & Co. LLC (December 2014)

- Human Resources Institute of Canada (April 2015)
- Human Resources Management Association of Chicago (October 2014)
- Inc. 5000 (October 2014)
- InsideNGO Annual Conference (July 2016)
- Institute of Electrical and Electronics Engineers (October 2014)
- Irving Place Capital (June 2014)
- Janney Montgomery Scott, Elite Adviser Conference (January 2015)
- First Annual Jeff Zaslow Media Night (November 2014)
- Johnson & Johnson, Senior Leaders Conference (November 2013)
- JP MorganChase, Senior Leaders Conference (February 2013)
- JP MorganChase, Senior Leaders Conference (October 2015)
- JP Morgan Legal (May 2013)
- JP Morgan, Penn Alumni Event (March 2012)
- Keller Williams Realty (February 2015)
- Khosla Ventures CEO Summit (May 2016)
- KPMG (June 2015)
- Leadership Philadelphia (February 2014)
- LeadingAge (March 2016)
- Lincoln Financial, Human Resources Summit (April 2014)
- Lincoln Financial, Legal Team (April 2015)
- Lincoln Financial, Retirement Plan Services National Sales Conference (January 2012)
- Lincoln Financial, Retirement Plan Services Leaders Club (March 2014)
- LLR Partners (October 2013)
- M Financial Group (September 2016)
- Make-A-Wish Foundation (October 2015)
- Massachusetts Conference for Women (December 2015)
- Mayo Clinic (May 2015)
- McCarthy Tétrault (October 2014)
- MediaTec (April 2014)
- Merck, U.S. Commercial Leaders (December 2014)
- Microsoft CEO Summit (May 2016)
- Microsoft Global CIO Summit (March 2013, March 2016)
- Million Dollar Round Table (October 2015)
- National Venture Capital Association, Corporate Venture Group Summit (April 2013)
- Net Impact Conference (November 2016)
- Nickelodeon (June 2013)
- Novartis (November 2015)
- Novelis (September 2013)
- Olympus Corporation (September 2013)
- Oracle CHRO Summit (November 2014)
- Oracle HCM World (April 2016)
- Oracle HR Executive Roundtable (January 2014)
- Pennsylvania Conference for Women (October 2016)
- Pershing LLC (October 2014)
- Philadelphia Arts and Business Council (October 2013)
- Points of Light Conference on Volunteering & Service (June 2013)
- Presidents of Enterprising Organizations (November 2014)
- Pritzker Group Venture Capital (October 2015)
- Royal Society for the encouragement of the Arts, Manufactures, and Commerce (May 2013)
- Ryan Seacrest Productions (May 2013)
- Scheck Hillel Community School (February 2014)

- Skillsoft (December 2013)
- Southern California Booksellers Association (October 2015)
- St. Luke's Hospital, Emerging Leader Program (November 2011)
- Starr Restaurants, Leadership Event (April 2010)
- Summit on Employee Engagement in Corporate Citizenship (April 2013)
- TD Ameritrade (June 2015)
- Tel Aviv University, 1st Israel Organizational Behavior Conference (December 2011)
- The Art of Leadership Toronto (November 2013)
- The Leaders Sport Performance Summit (June 2015)
- The Main Line Society of Professional Women (April 2014)
- The Nantucket Project (September 2015)
- Third Rock Ventures (May 2014)
- Thrive: A Third Metric Live Event (April 2014)
- Tiger Global Internet Conference (October 2016)
- Tiger Global Management (March 2014)
- Tiger 21 Annual Conference (February 2016)
- Universal Health Services (April 2015)
- University of Michigan Organizational Studies Graduation Ceremony (April 2008)
- University of Pennsylvania FOCUS on Health & Leadership for Women (October 2012)
- VHA Navigating to Excellence Forum (May 2015)
- Viacom (October 2014)
- Wells Fargo (November 2013)
- Wharton Healthcare Conference (February 2013)
- Wharton Leadership Conference (June 2012)
- Wharton People Analytics Conference (March 2014)
- Wharton Undergraduate Graduation Ceremony (May 2011)
- Willow Creek Association (August 2015)
- World Business Forum, New York (November 2015)
- World Business Forum, Madrid (October 2016)
- World Business Forum, Milan (November 2016)
- World Presidents' Organization (October 2015)
- Young Presidents' Organization (September 2013)

INVITED PRESENTATIONS

2015-2016

- Amazon
- Bad Robot
- Blue Origin
- Dialog
- IDEO
- Penguin Random House
- Smithsonian Board of Regents
- TED
- Virgin Galactic
- World Economic Forum
- World50 HR

2014-2015

- American Express
- charity:water

- Disney Animation
- Global Family Reunion
- Google Re:Work
- ICONIQ Capital
- Influencers Salon
- Penn Academy Weekend
- Penn Management & Technology 35th Celebration
- Square
- Women of Silicon Valley
- World Economic Forum

2013-2014

- Dialog
- Empathy and Compassion in Society Conference
- Georgetown University
- Georgia Center for the Book
- HopeLab and Omidyar Group
- LinkedIn
- New York University Paduano lecture, Stern School of Business
- Penn Board of Trustees
- Penn Engaging Minds
- Princeton University
- SurveyMonkey
- The World Bank
- Twitter
- U.S. Department of State Foreign Service Institute
- Vroman's Bookstore
- Wasatch 2
- ?What If! Innovation
- World Economic Forum
- World50
- World50 Global
- World50 Strategy
- 92nd St. Y

2012-2013

- Action for Happiness
- American Express
- Apple
- Ashoka Forum on Empathy in Business
- Barnes & Noble New York
- Book Passage
- Brown Advisory
- Columbia University (Center for Leadership and Ethics)
- Creative Artists Agency
- Environmental Defense Fund
- Facebook
- Goldman Sachs (Leadership in Action)
- Google (Authors@Google)
- Kepler's Books
- Knowledge@Wharton board

- MTV
- Next Thing Now
- New York Athletic Club
- Penguin Group
- Penn Chief Learning Officer Program
- Philadelphia Arts and Business Council, The Art of Persuasion panel
- Pixar
- Politics & Prose bookstore
- re:working Conference
- Skeptics Society
- St. Louis County Library
- Stanford University (Compassion & Business Conference)
- The Motley Fool
- The RSA
- The Wharton School (Authors@Wharton)
- Town Hall Seattle
- Trustees' Council of Penn Women
- United Kingdom Cabinet Office
- United Nations Social Innovation Summit
- University of Chicago (Union League Club Authors Group)
- University of Michigan (Center for Positive Organizations, Barger Leadership Institute)
- University of Pennsylvania Health System
- U.S. News & World Report

2011-2012

- Stanford Graduate School of Business (Organizational Behavior)
- Kellogg School of Management (Management & Organizations)
- Hebrew University (Business Administration)
- The Technion (Behavioral Sciences and Management)
- Google (People Operations and People & Innovation Lab Summit)
- Lincoln Financial
- University of Pennsylvania (Positive Psychology Center)
- University of Pennsylvania orthopedic surgery residents
- TedxPenn

2010-2011

- Google (People Operations and People & Innovation Lab Summit)
- Columbia Business School (Management)
- Tepper School of Business, Carnegie Mellon University (OB / Social & Decision Sciences)
- Cornell University (Johnson School/ILR)
- University of Maryland (Social, Decision Making, and Organizational Science)
- LeBow College of Business, Drexel University (Management)
- Wayne State University (Center for the Advancement of Research Methods and Analysis)
- TedxPhiladelphiaED

2009-2010

- Stanford Graduate School of Business (Center for Social Innovation)
- Fuqua School of Business, Duke University (Fuqua/Coach K Center on Leadership & Ethics)
- Smith School of Business, University of Maryland (Management & Organization)
- Marshall School of Business, University of Southern California (Management & Organization)
- Rotman School of Management, University of Toronto (OB/HRM)

- Tuck School of Business Administration, Dartmouth College (Strategy and Management)
- Sauder School of Business, University of British Columbia (OBHR)
- Jones Graduate School of Management, Rice University (OB)
- The Pennsylvania State University (I/O Psychology)
- Price College of Business, Oklahoma University (Management & Entrepreneurship)
- John Molson School of Business, Concordia University (Management)
- Center for Creative Leadership
- Treatment Research Institute
- University of Pennsylvania (Positive Psychology Center)
- The Wharton School, University of Pennsylvania (Decision Processes)
- Medco
- Google (People & Innovation Lab Summit)

2008-2009

- Foster School of Business, University of Washington (Management & Organization)
- Moore School of Business, University of South Carolina (Management)
- Brigham Young University (Public Management)
- University of Michigan (ICOS)
- University of Michigan (Organizational Studies: class of 2008 graduation speaker)
- The Wharton School, University of Pennsylvania (Management)
- The Wharton School, University of Pennsylvania (OB Conference)
- Duke University orthopaedic residents

2006-2007

- Harvard Business School (Organizational Behavior)
- Haas School of Business, University of California-Berkeley (Organizational Behavior)
- Yale School of Management (Organizational Behavior)
- Fuqua School of Business, Duke University (Management)
- Darden School of Business, University of Virginia (Leadership & Organizational Behavior)
- John F. Kennedy School of Government, Harvard University (Leadership & Management)
- Kenan-Flagler Business School, UNC-Chapel Hill (Organizational Behavior & Strategy)
- Eli Broad College of Business, Michigan State University (Management)
- University of Sheffield (Institute of Work Psychology)
- Leeds School of Business, University of Colorado-Boulder (Management)
- UNC-Chapel Hill (Social Psychology)
- University of Michigan (Research Center for Group Dynamics)
- Accenture (Human Performance)

2005-2006

- Harvard University (Psychology)
- University of Michigan (Psychology)
- University of Michigan (Organizational Studies)

ANNUAL MEETINGS OF THE ACADEMY OF MANAGEMENT

2011: San Antonio, TX

- Organized OB division junior faculty workshop
- Presented “Making a theoretical contribution” in All-Academy professional development workshop, “Publishing in *AMJ*: Tips from the editors”
- Presented “Proactive but unproductive: The reasons and the audience” in OB symposium, “Costs of proactivity in organizations”

- Presented “Speaking up for future generations” in OB symposium, “Beyond identity: The power of generativity and legacy in organizations”
- Presented “Remote associates: Corporate volunteering and sense of community” in OB symposium, “Corporate volunteerism: Antecedents and consequences”

2010: Montreal, QC

- Organized All-Academy symposium, “Making caring less daring: Overcoming the challenges of compassion”
- Presented as panelist in All-Academy symposium, “Teaching compassion: Helping students to recognize and care for others”
- Co-organized OB division professional development workshop, “The future of job design”
- Co-organized OB division junior faculty workshop
- Co-organized OB division professional development workshop, “Help, I’m stuck: Organizational behavior research incubator”
- Presented as panelist in OB division professional development workshop, “The productivity process: Research tips and strategies from prolific junior faculty”
- Presented “Meaningful work: The double-edged sword of prosocial impact” at Society of Business Ethics panel, “Meaningful work, the meaning of work, and business ethics”

2009: Chicago, IL

- Organized OB division professional development workshop, “Help, I’m stuck: Organizational behavior research incubator”
- Presented “In good we trust: Corporate social responsibility promotes commitment through giving” in All-Academy symposium, “Corporate social responsibility from the ground up: Cultivating an employee-centered perspective”
- Presented “Lighthearted fun in heartbreaking work: Sustaining meaningfulness through playfulness” in All-Academy symposium, “Creating sustainable work: Research insights and strategies for action”

2008: Anaheim, CA

- Organized All-Academy symposium, “Opposite day: How can I know what to ask until I see what they say?”
- Presented “A paradox of citizenship satisfaction: Why we enjoy helping out-groups more than in-groups” in OB/HR symposium, “Beyond performance: Non-traditional consequences of helping behavior for the helper”
- Presented OB paper, “The adversity of success: Explaining why high performance leads to failure”
- Discussant, OB symposium, “Proactive behavior at work: Cumulating evidence from separate literatures”

2007: Philadelphia, PA

- Organized All-Academy symposium, “The dark side of doing good”
- Presented “Above, beyond, and below the call of duty: The role of intrinsic and prosocial motivations” in OB/OMT/ODC symposium, “Going the extra mile: Antecedents and psychological processes in prosocial behavior and initiative”
- Discussant, OB/PNP symposium, “Public service motivation: State of the science and art”

2006: Atlanta, GA

- Organized OB symposium and presented paper, “Prosocial motivation: Insights from zookeeping, volunteering, teaching, and public service”
- Organized OB symposium and presented paper, “Toward a general theory of proactive behavior”
- Presented “A prosocial perspective on work orientation: Enjoying the world vs. improving the world” in OB/Careers symposium, “When work is a calling: New directions in work orientation”

2005: Honolulu, HI

- Presented “Identity construction in service work: Meaning-making through difference-making” in OB/OMT symposium, “Narratives of life in organizations”
- Presented OB paper, “Well-being at work: Toward an integrated understanding”

SOCIETY FOR INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY CONFERENCE

2009: New Orleans, LA

- Organized research incubator, “The science and practice of corporate social responsibility: What I/O psychologists can contribute”
- Presented “Burning out or fired up? Relationships with beneficiaries as burdens vs. benefits” in symposium, “Relational perspectives on organizational phenomena”
- Presented “Albert Einstein meets Sherlock Holmes: Testing and discovering mediating processes in quasi-experiments” in symposium, “Recent developments in strategies for testing assumed mediation models”

2008: San Francisco, CA

- Presented “Good soldiers and good actors: Prosocial and impression management motives as interactive predictors of citizenship behavior” in symposium, “OCB: Going beyond traditional models of social exchange”
- Presented “Are relationships with beneficiaries always beneficial? Moderating effects of personality” in symposium, “High-quality work relationships: Integrating streams and charting new waters”
- Presented “Socializing self-determination theory” in symposium, “Self-determination theory in the workplace”
- Coauthor on presentation, “The role of positive affect in making things happen” in symposium, “Explanatory mechanisms linking positive work experiences to behavior and well-being”

MAY MEANING MEETING

- 2010 (Boston, MA): Presented “Prosocial job crafting”
- 2009 (Topsail Island, NC): Presented “Forget CFO, call me King of Cashola: Meaning in idiosyncratic job titles”
- 2007 (New Haven, CT): Presented “The role of death in organizational life: Effects of mortality salience on work motivation”
- 2006 (Urbana-Champaign, IL): Coauthor on presentation, “An evolving foundation of giving: A story of institutionalizing generosity”
- 2005 (St. Louis, MO): Presented “Relational job design and the motivation to make a difference”
- 2004 (Ann Arbor, MI): Presented “How does making a difference make a difference?”

OTHER CONFERENCES

- American Psychological Society Annual Convention, May 2011, Washington, D.C.: Presented in “The research productivity process: Tips and strategies for junior faculty members”
- INSEAD Wharton Research Conference on Leadership, June 2008: Coauthor on presentation, “Leadership levers to motivate error management”
- American Psychological Association Convention, August 2005, Washington, D.C.: Presented “Prosocial impact coping: How making a difference makes a difference” in symposium
- American Psychological Society Annual Convention, May 2004, Chicago, IL: Presented poster, “Perceived impact at work: How making a difference makes a difference”

WHARTON EXECUTIVE EDUCATION

- *Google*, “Give and take and decision-making” (June 2014) 4.97 /5
- *World Economic Forum*, “Motivating and engaging employees” (July 2013) 4.71 /5
- Athlete Development Program, “Motivation and engagement” (July 2013)
- *Estée Lauder*, “Leading collaboration” (June 2013) 4.86 /5
- *Estée Lauder*, “Leading collaboration” (June 2013) 4.85 /5

• Advanced Management Program, “Give and take” (June 2013)	
• Executive Development Program, “Motivation and engagement” (March 2013)	
• Executive Negotiation Workshop, “Multi-party negotiation” (March 2013)	4.79 /5
• Leading Organizational Change Program, “Leading change” (March 2013)	4.94 /5
• Leading Organizational Change Program, “Personality and change” (March 2013)	4.72 /5
• <i>Ericsson</i> , “Coaching and feedback” (March 2013)	4.45 /5
• <i>UnitedHealthGroup</i> , “Leading change” (February 2013)	6.50 /7
• <i>Global Business Travel Association</i> , “Talent management” (February 2013)	
• <i>Hertz</i> , “Leading change” (January 2013)	
• <i>Merck</i> , “Leadership and employee engagement” (January 2013)	
• <i>Westpac</i> , “Purpose” (December 2012)	4.84 /5
• <i>U.S. Trust</i> , “Leading change” (December 2012)	
• Leading Organizational Change Program, “Leading change” (December 2012)	4.68 /5
• Leading Organizational Change Program, “Personality and change” (December 2012)	4.64 /5
• <i>Bryan Cave</i> , “Leading teams effectively” (November 2012)	4.90 /5
• <i>Estée Lauder</i> , “Leading collaboration” (November 2012)	
• <i>Lincoln Financial</i> , “Networks and social capital” (November 2012)	4.81 /5
• Executive Negotiation Workshop, “Multi-party negotiation” (November 2012)	4.89 /5
• Executive Negotiation Workshop, “Disputes and conflict resolution” (November 2012)	4.50 /5
• Executive Negotiation Workshop, “Integrative negotiation” (November 2012)	4.61 /5
• Executive Negotiation Workshop, “Distributive negotiation” (November 2012)	4.61 /5
• <i>Estée Lauder</i> , “Building commitment and momentum for brand narratives” (October 2012)	4.77 /5
• <i>Lincoln Financial</i> , “Leading change” (October 2012)	—
• Wharton Nursing Leaders program, “Networks and social capital” (October 2012)	4.94 /5
• Wharton Nursing Leaders program, “Leading change” (October 2012)	4.80 /5
• High Potential Leaders Program, “Leading change” (October 2012)	4.63 /5
• Advanced Management Program, “Leading change” (October 2012)	4.58 /5
• Advanced Management Program, “Building a learning community” (October 2012)	4.52 /5
• <i>Merck</i> , “Building talent” (September 2012)	—
• <i>Bristol-Myers Squibb</i> , “Leading collaboration” (September 2012)	4.72 /5
• <i>Havas</i> , “Critical thinking and decision-making” (September 2012)	4.69 /5
• <i>L3 Communications</i> , “Leadership and employee engagement” (September 2012)	—
• Making Strategy Work, “Talent management” (September 2012)	4.61 /5
• Executive Negotiation Workshop, “Multi-party negotiation” (August 2012)	4.82 /5
• American Association of Colleges of Nursing, “Leading change” (August 2012)	4.91 /5
• Executive Negotiation Workshop, “Disputes and conflict resolution” (July 2012)	4.77 /5
• Executive Negotiation Workshop, “Integrative negotiation” (July 2012)	4.77 /5
• Executive Negotiation Workshop, “Distributive negotiation” (July 2012)	4.77 /5
• <i>World Economic Forum</i> , “Give and take” (July 2012)	4.69 /5
• <i>AXA Equitable Retirement Advisers</i> , “Give and take” (July 2012)	4.94 /5
• Advanced Management Program, “Job crafting” (July 2012)	4.22 /5
• <i>Evonik</i> , “Collaboration” (June 2012)	—
• <i>FINRA</i> , “Leading effective teams” (June 2012)	4.88 /5
• <i>FINRA</i> , “Motivating and engaging employees” (June 2012)	4.81 /5
• <i>American Bankers Association</i> , “Motivating and engaging employees” (June 2012)	—
• Advanced Management Program, “Leading change” (June 2012)	4.57 /5
• <i>United Nations</i> , “Motivating and engaging employees” (June 2012)	4.43 /5
• Advanced Management Program, “Building a learning community” (June 2012)	4.18 /5
• Leading Organizational Change Program, “Leading change” (May 2012)	4.90 /5
• Leading Organizational Change Program, “Personality and change” (May 2012)	4.70 /5
• Executive Development Program, “Motivating and engaging employees” (May 2012)	4.69 /5

• <i>AXIS</i> , “Leading change” (May 2012)	4.40 /5
• <i>National Football League</i> , “Motivation and engagement” (April 2012)	4.86 /5
• High Potential Leaders Program, “Leading change” (April 2012)	4.57 /5
• High Potential Leaders Program, “Job crafting” (April 2012)	4.53 /5
• <i>Income Tax Department of India</i> , “Leading change” (April 2012)	4.19 /5
• Executive Negotiation Workshop, “Multi-party negotiation” (March 2012)	4.93 /5
• Executive Negotiation Workshop, “Disputes and conflict resolution” (March 2012)	4.87 /5
• Executive Negotiation Workshop, “Integrative negotiation” (March 2012)	4.86 /5
• Executive Negotiation Workshop, “Distributive negotiation” (March 2012)	4.79 /5
• Implementing Strategy, “Talent management” (March 2012)	4.80 /5
• Nanyang Business School, “Leading change” (March 2012)	4.50 /5
• <i>GlaxoSmithKline</i> , “Leadership and team feedback” (February 2012)	4.82 /5
• <i>United Health Group</i> , “Leading change” (February 2012)	—
• <i>Merck</i> , “Leadership and employee engagement” (February 2012)	—
• <i>Merck</i> , “Building talent” (February 2012)	5.60 /6
• <i>Braskem</i> , “Leading change” (February 2012)	4.70 /5
• ESADE, “Leading change” (February 2012)	4.51 /5
• <i>Global Business Travel Association</i> , “Talent management” (February 2012)	4.88 /5
• Anesthesia Business Group, “Succession planning and talent management” (January 2012)	4.76 /5
• Leading Organizational Change Program, “Leading change” (November 2011)	4.88 /5
• Leading Organizational Change Program, “Personality and change” (November 2011)	4.79 /5
• Advanced Management Program, “Team building” (November 2011)	4.26 /5
• Advanced Management Program, “Job crafting” (November 2011)	4.21 /5
• <i>Russell Reynolds Associates</i> , “Authentic leadership” (October 2011)	4.83 /5
• <i>Havas</i> , “Critical thinking and decision-making” (October 2011)	4.62 /5
• <i>Genesys Wealth</i> , “Social capital and networks” (October 2011)	4.69 /5
• Advanced Management Program, “Creativity” (October 2011)	—
• Advanced Management Program, “Building a learning community” (October 2011)	4.35 /5
• Wharton Seminar for Business Journalists, “Leadership decision-making” (October 2011)	—
• Wharton Nursing Leaders Program, “Social capital and networks” (October 2011)	4.90 /5
• Wharton Nursing Leaders Program, “Leading change” (October 2011)	4.81 /5
• <i>Merck</i> , “Building talent” (September 2011)	—
• <i>McCormick</i> , “Leading across silos” (September 2011)	—
• <i>Santander</i> , “Social capital and networks” (September 2011)	—
• High Potential Leaders Program, “Job crafting” (September 2011)	4.50 /5
• High Potential Leaders Program, “Leading change” (September 2011)	4.16 /5
• Implementing Strategy, “Talent management” (September 2011)	4.50 /5
• <i>The Institutes</i> , “Motivating and engaging employees (September 2011)	4.79 /5
• <i>Braskem</i> , “Decision-making” (September 2011)	4.22 /5
• <i>IBM</i> , “Creativity” (July 2011)	—
• Advanced Management Program, “Team and community closure” (July 2011)	—
• Advanced Management Program, “Relationship management and team building” (June 2011)	4.35 /5
• <i>Tyco Electronics</i> , “Leading change” (June 2011)	4.47 /5
• <i>Penn Executive Veterinary Leadership Program</i> , “Job crafting” (June 2011)	—
• <i>Penn Executive Veterinary Leadership Program</i> , “Leading change” (June 2011)	4.91 /5
• <i>United Health Group</i> , “Leading change” (May 2011)	6.44 /7
• <i>FINRA</i> , “Job crafting” (May 2011)	4.62 /5
• Executive Development Program, “Motivating and engaging employees” (May 2011)	4.62 /5
• <i>Citi</i> , “Leading, motivating, influencing, and networking” (April 2011)	4.90 /5
• High Potential Leaders Program, “Job crafting” (April 2011)	4.73 /5
• High Potential Leaders Program, “Leading change” (April 2011)	4.45 /5

• Leading Organizational Change Program, “Leading change” (April 2011)	4.73 /5
• Leading Organizational Change Program, “Job crafting for change” (April 2011)	4.38 /5
• Nanyang Business School, “Leadership” (April 2011)	4.50 /5
• <i>Sunoco</i> , “Managing people” (March 2011)	4.58 /5
• Executive Development Program, “Motivating and engaging employees” (March 2011)	4.44 /5
• <i>Global Business Travel Association</i> , “Talent management” (February 2011)	4.83 /5
• <i>U.S. Department of Agriculture</i> , “Leading cultural transformation III” (December 2010)	4.82 /5
• <i>U.S. Department of Agriculture</i> , “Leading cultural transformation II” (December 2010)	4.75 /5
• <i>U.S. Department of Agriculture</i> , “Leading cultural transformation I” (November 2010)	4.71 /5
• <i>Tyco Electronics</i> , “Talent management” (November 2010)	4.30 /5
• <i>Havas / Euro University Leadership Excellence</i> , “Decision-making” (October 2010)	4.65 /5
• <i>National Institute of Dev. Admin. Thailand</i> , “Leading with meaning” (October 2010)	4.60 /5
• High Potential Leaders Program, “Negotiations” (October 2010)	4.44 /5
• <i>AICPCU Insurance</i> , “Motivating and engaging employees” (October 2010)	4.29 /5
• Nursing Leaders Program, “Motivation and team-building” (October 2010)	4.61 /5
• <i>Abu Dhabi Crown Prince Court</i> , “Leading and sustaining change” (September 2010)	4.42 /5
• <i>Anesthesia Business Group</i> , “Talent management” (September 2010)	4.71 /5
• <i>Anesthesia Business Group</i> , “Succession planning” (September 2010)	4.68 /5
• Executive Development Program, “Motivation and engagement” (September 2010)	4.36 /5
• Implementing Strategy, “Talent management” (September 2010)	4.64 /5
• Implementing Strategy, “Negotiations” (September 2010)	4.64 /5
• <i>Ministry of Public Security of China</i> , “Leading and managing change” (July 2010)	4.77 /5
• <i>Penn Executive Veterinary Leadership Program</i> , “Leading change” (June 2010)	4.81 /5
• <i>Capital Airports Holding Company</i> , “Organizational change” (May 2010)	—
• Implementing Strategy, “Talent management” (March 2010)	4.74 /5
• <i>Tyco Electronics</i> , “Selecting and hiring” and “Alignment” (February 2010)	4.19 /5
• Implementing Strategy, “Talent management” (September 2009)	4.63 /5

KENAN-FLAGLER EXECUTIVE DEVELOPMENT COURSES

• <i>Medco</i> , “Creativity and innovation” (August 2010)	4.9 /5
• <i>Department of Defense Joint Executive Management</i> , “Managing people” (May 2010)	4.6 /5
• <i>Department of Defense Joint Executive Management</i> , “Leading change” (May 2010)	4.5 /5
• <i>Department of Defense Joint Executive Management</i> , “Managing people” (April 2010)	4.7 /5
• <i>Department of Defense Joint Executive Management</i> , “Leading change” (April 2010)	4.7 /5
• <i>Time-Warner Cable</i> , “Negotiations” (February 2010)	4.8 /5
• <i>Time-Warner Cable</i> , “Motivating high performance” (February 2010)	4.7 /5
• <i>Medco</i> , “Creativity and innovation” (August 2009)	4.9 /5
• <i>PRA International</i> , “Leading change” (June 2009)	—
• <i>Duke Energy</i> , “Motivating high performance” (June 2009)	4.6 /5
• <i>North Carolina National Guard</i> , “Human capital and performance” (May 2009)	4.9 /5
• <i>U.S. Navy Executive Business Course</i> , “Managing Generation Why” (May 2009)	4.7 /5
• <i>U.S. Army</i> , “Managing Generation Why” (May 2009)	4.7 /5
• Leadership Effectiveness Workshop, “Negotiations” (March 2009)	4.9 /5
• Leadership Effectiveness Workshop, “Motivating performance” (March 2009)	4.7 /5
• Leadership Effectiveness Workshop, “Ethics” (March 2009)	4.6 /5
• <i>PPD</i> , “Linking strategy to priorities” (March 2009)	—
• <i>U.S. Army</i> , “Managing Generation Why” (March 2009)	4.6 /5
• <i>Time-Warner Cable</i> , “Developing and coaching sales leaders” (February 2009)	4.9 /5
• <i>UNC Health Policy Executive Master’s</i> , “Effective negotiations” (December 2008)	5.0 /5
• <i>Duke Energy</i> , “Motivating high performance” (December 2008)	4.7 /5
• <i>Asahi Glass Co.</i> , “Motivating high performance” (November 2008)	5.0 /5

• Women in Business, “Negotiation skills for women” (November 2008)	4.9 /5
• <i>Grant Thornton</i> , “Decision-making and negotiations (October 2008)	4.7 /5
• <i>Medco</i> , “Building a culture of innovation” (September 2008)	5.0 /5
• <i>Medco</i> , “Innovation and discovery” (September 2008)	5.0 /5
• Water and waste water management, “Motivating high performance” (September 2008)	4.9 /5
• <i>Grant Thornton</i> , “Decision-making and negotiations (September 2008)	4.5 /5
• <i>U.S. Navy</i> , “Managing Generation Why” (August 2008)	4.8 /5
• <i>U.S. Army</i> , “Managing Generation Why” (August 2008)	4.6 /5
• <i>U.S. Navy</i> , “The 21 st century workforce: Managing Generation Why” (July 2008)	5.0 /5
• <i>American Financial Services Association</i> , “Ethics” (July 2008)	4.9 /5
• EDI Leadership Effectiveness, “Negotiations and influence” (May 2008)	4.9 /5
• <i>U.S. Air Force</i> , “Motivating high performance (April 2008)	4.8 /5
• <i>PPD</i> , “Linking strategy to priorities” (April 2008)	—
• <i>U.S. Air Force</i> , “Ethics” (March 2008)	4.9 /5
• <i>Time-Warner Cable</i> , “Motivating high performance” (February 2008)	4.9 /5
• <i>U.S. Army</i> , “Motivating high performance in diverse organizations” (February 2008)	—
• <i>Ricondo & Associates</i> , “Selection and hiring: Biases and best practices” (January 2008)	4.9 /5
• <i>Dow Reichhold</i> , “Leadership and results: Growth through innovation II” (January 2008)	4.5 /5
• <i>Dow Reichhold</i> , “Leadership and results: Growth through innovation I” (December 2007)	4.6 /5
• <i>U.S. Air Force</i> , “Linking strategic goals to performance drivers” (November 2007)	4.8 /5
• UNC Health Policy Executive Master’s, “Effective negotiations” (August 2007)	4.9 /5

UNIVERSITY SERVICE

The Wharton School, University of Pennsylvania

- Founder and host, Authors@Wharton speaker series (2012-present)
 - 2015-2016: Mitch Albom, Mark Cuban, Garry Kasparov, Claire McCaskill, Martine Rothblatt
 - 2014-2015: Laszlo Bock, Stephen Dubner, Malcolm Gladwell, Jessica Jackley, Katty Kay, Nicholas Kristof, Reggie Love, Eric Schmidt and Jonathan Rosenberg, Gretchen Rubin, Peter Thiel, Jack Welch, Tom Yorton and Kelly Leonard
 - 2013-2014: Dan Ariely, Amy Chua, Keith Ferrazzi, Malcolm Gladwell, Arianna Huffington, A.J. Jacobs and Peter McGraw
 - 2012-2013: Lisa Bodell, Adam Bryant, Jonathan Haidt, Daniel Pink, Gretchen Rubin, Barry Schwartz, Anne-Marie Slaughter
 - 2011-2012: Susan Cain, Chip Conley
- Faculty co-organizer, Wharton People Analytics Conference (2013-present)
- Research Director, Wharton Center for Leadership and Change Management (2011-present)
- Member, Wharton Management 100 Review Committee (2014)
- Chair, Wharton Management Department Seminar Committee (2012-2013)
- Co-Chair, Wharton Leadership Committee on MBA Feedback and Coaching Network (2011-2012)
- Chair, OB 2nd year PhD exam committee (2010-present)
- Faculty member, doctoral pro-seminar on applied research methods for management (2010-present)
- Faculty adviser, Wharton MBA General Management Club (2012-present)
- Faculty adviser, Wharton MBA Data & Analytics Club (2014-present)
- Faculty adviser, undergraduate and MBA independent studies (2010-present)
- Member, Wharton Executive Education Advisory Board (2010-2013)
- Member, Wharton Dean’s Advisory Council (2011-2012)
- Member, Wharton MBA/Undergrad Curriculum Committee (2011-2012)
- Academic director, Wharton Executive Education Nano Tools (2010-2013)
- Co-organizer, Wharton junior OB conference (2009-2013)
- Coordinator, OB research assistant consortium (2009-2013)

- Presenter, Wharton leadership in the business world pre-college program (2010-2011)
- Mentor, 2 junior faculty members (2012-2013)
- Chair, junior faculty 3rd year review committee (2012-2013)
- Member, OB faculty search committee (2011-2013)
- Member, HR faculty search committee (2010-2011)
- Presenter, Wharton Business of Life lecture (2012)
- Presenter, Wharton Leadership Advisory Board (2012)
- Presenter, Faculty Showcase, Wharton Spring Welcome (2011)
- Presenter, Faculty Showcase, Wharton Winter Welcome (2011, 2012)
- Presenter, 2nd annual Wharton BizTalks (2011)
- Faculty discussion leader, Wharton Leadership in Film series (2011)
- Member, Management PhD admissions committee (2010, 2014)
- Coordinator, micro-meso organizational research brown bag series (2010)
- Presenter, Wharton Iron Prof competition (2010, 2011)
- Presenter, Joseph Wharton Scholars Senior Research Seminar (2010)
- Faculty speaker, Wharton Family Weekend (2010)
- Presenter, Wharton PhD teaching workshop (2010)
- Presenter, Wharton Dealmakers Club (2010, 2011)
- Guest speaker, Wharton Management Club (2010)
- Faculty adviser, Wharton Social Impact Research Experience (2010)
- Capstone adviser, 3 Masters in Applied Positive Psychology program students (2010)

University of North Carolina at Chapel Hill

- Elected to Order of the Grail-Valkyries for significant contributions to academic climate (2009)
- Finalist, Class of 2008 Faculty Award, UNC Kenan-Flagler (2008)
- Member, MBA Leadership Immersion planning committee (2009)
- Co-chair, OB faculty recruiting committee (2007-2008)
- Member, BSBA program committee (2007-2009)
- Member, OB PhD admissions committee (2007-2009)
- Faculty adviser, 17 BSBA independent studies (2008-2009)
- Member, Weatherspoon Award for BSBA Teaching Excellence selection committee (2009)
- Interviewer, BSBA admissions (2007-2009)
- Co-coordinator, OB subject pool (2007-2009)
- Coordinator, OB research incubators (2008-2009)
- Reader/grader, OB comprehensive doctoral exams (2008-2009)
- Guest lecturer: KFBS Leadership Day (2007-2008), Students Advancing In Leadership (2008), Explore Carolina (2008)
- Judge, Carolina Challenge social entrepreneurship competition (2008)

University of Michigan

- Organizational Studies Commencement Speaker (2008)
- Pat Gurin Lecture Award (2006)
- Supervisor, more than 50 undergraduate independent research projects in psychology and organizational studies (2004-2006)
- Co-Director, Quality of Life Interdisciplinary Forum (2003-2005). Received Rackham grant to co-found workshop linking doctoral students and professors to study human well-being
- Member, Interdisciplinary Committee on Organizational Studies retreat planning committee (2005)
- Member, Organizational psychology PhD admissions committee (2004)

Harvard University

- Interviewer, undergraduate admissions (2003-2006)

- Member, Psychology Department Committee on Undergraduate Instruction (2002)
- President and Business Manager, Harvard Magic Society. Co-founded student club performing magic to provide community service and entertainment (2000-2002)

GRANTS

- Wharton Global Initiatives Research Program Grant (2011: \$10,000)
- Google People and Innovation Lab Research Grant (2010: \$12,500)
- Wharton Dean's Research Fund (2010: \$5,500)
- Fortune 500 Organizational Foundation Research Grant (2005-2006: \$20,832)
- Interdisciplinary Committee on Organizational Studies Research Grant (2005: \$2,920)
- University of Michigan Psychology Dissertation Grant (2005: \$1,000)
- Quality of Life Interdisciplinary Forum Grant (2003-2005: \$8,761)

SELECTED MEDIA COVERAGE

Give and Take

- [Give and Take on the Today Show](#)
- [New York Times Magazine](#) cover story, "Is giving the secret to getting ahead?"
- [Financial Times: nice guys don't always finish last](#)
- [Forbes: 7 ways that generosity can lead to success](#)
- [Time Magazine: I will now answer all your email](#)
- [Fast Company: How to become as interesting as Malcolm Gladwell](#)
- [Inc: A skimmer's guide to Give and Take](#)
- [BloombergBusinessWeek on Give and Take](#)
- [Forbes: The surprising secret to a satisfying and successful life with others](#)
- [Fast Company: Why giving back helps you get more done](#)
- [Forbes: How Silicon Valley profits from giving back](#)
- [Fast Company: How being helpful can make you happier and more productive](#)
- [Bob Sutton's blog: 11 books every leader should read](#)
- [Behind the New York Times cover story](#)
- [Fast Company: The rise of the superconnector](#)
- [Malcolm Gladwell: By the book](#)

Achievements and Recognition

- [Fortune / Poets and Quants](#) world's 40 best business school professors under 40: [List](#), [Bio](#), [Feature](#)
- [BusinessWeek](#) favorite professors
- [American Psychologist](#) award for distinguished scientific early career contributions to psychology
- [American Psychological Association](#) news on distinguished scientific awards
- [The Atlantic](#) 23 ½ biggest ideas of the year
- [Knowledge @Wharton](#) top 10 stories of 2010 (#4 and #5)
- [Harvard Business School Working Knowledge](#) most popular articles of 2010 (#2)
- [Society for Industrial and Organizational Psychology](#) news on early career contribution awards
- [Penn Fellows](#) for 2013
- Fundraising for Make-A-Wish: [ABC News](#), [Penn Law](#), [Daily Pennsylvanian](#), [Desert News](#), and a [spinoff activity for Haiti](#)
- [Reuters / CSRwire](#) top 10 corporate responsibility findings in 2010 (#2)
- [Academy of Management](#) report on scholarly achievement awards
- [Society for Industrial and Organizational Psychology](#) article on award winners
- Research highlighted in bestselling books, including:
 - [David and Goliath](#) by Malcolm Gladwell
 - [Drive](#) by Daniel Pink

[*Quiet*](#) by Susan Cain

[*Leaders Eat Last*](#) by Simon Sinek

[*To Sell Is Human: The Surprising Truth About Moving Others*](#) by Daniel Pink

[*Thrive*](#) by Arianna Huffington

Leadership and Influence

- [New York Times](#) article on social science and human behavior
- [Wall Street Journal](#) article on introverted executives
- [Washington Post](#) article on personality and the Myers-Briggs Type Indicator
- [Time Magazine](#) article on introversion
- [New York Times](#) article on shyness
- [Washington Post](#) article on introverts, extraverts, and sales
- [TED Talk](#) by Susan Cain on introversion
- [O, The Oprah Magazine](#) article on introversion
- [Knowledge@Wharton](#) interview on quiet leadership
- [Globe and Mail](#) article on extraverted and introverted leadership
- [BusinessWeek](#) article on charismatic leadership
- [NPR](#) story on introverts
- [CNN](#) story on introverts
- [Scientific American](#) article on salespeople
- [CBS News](#) article on charisma
- [Fast Company](#) article on introversion
- [Fast Company](#) article on Google's future
- [New York Times](#) op-ed on efficiency
- [Financial Times](#) article on introverted leadership
- [Sunday Times](#) article on introverted leadership
- [New York Times](#) article on doctors and empathy

Motivation

- [Daily Telegraph](#) article on purpose
- [BusinessWeek](#) article on meaning and job performance
- [Dan Pink](#) blog on purpose as a motivator
- [CNN](#) story on happiness
- [Freakonomics](#) blog on morale
- [Wall Street Journal](#) ideas/market blog on motivating doctors to [wash their hands](#)
- [Wall Street Journal](#) health blog on motivating doctors and nurses to [wash their hands](#)
- [Financial Times](#) article on customers motivating employees
- [Fast Company](#) article on customers motivating employees
- [Inc.](#) article on *To Sell Is Human*
- [Globe and Mail](#) article on creativity
- [Knowledge @Wharton](#) / [Forbes](#) article on the art of motivating employees
- [New York Times](#) blog on getting doctors to wash their hands
- [Huffington Post](#) article / [Wray Herbert](#) blog on hand washing

Multimedia

- [Give and Take: the card trick](#)
- [Google Zeitgeist presentation](#)
- [Give and Take on the Today Show](#)
- [New York Times](#) interview on *Give and Take*
- [Give and Take on the Lang & O'Leary Exchange](#)
- [Give and Take on the Diane Rehm Show](#)
- [Freakonomics](#) podcast on [gossip](#)

- [NFL quarterback Fran Tarkenton on Give and Take](#)
- [CNN](#) story on happiness
- [ABC News](#) story on raising funds for the Make-A-Wish Foundation
- [Wharton Graduation 2011](#) faculty speech
- [Knowledge@Wharton interview](#) with Arianna Huffington on *Thrive*
- [Knowledge@Wharton interview](#) with Dan Ariely on *The Honest Truth About Dishonesty*
- [Knowledge@Wharton interview](#) with Sallie Krawcheck on diverse leadership
- [Knowledge@Wharton interview](#) with Malcolm Gladwell on *David and Goliath*
- [Knowledge@Wharton interview](#) with Dan Pink on *To Sell Is Human*
- [Knowledge@Wharton interview](#) with Alex Gorsky on leading Johnson & Johnson
- [Knowledge@Wharton interview](#) with Arthur Sulzberger on leading *The New York Times*
- [Knowledge@Wharton interview](#) with Mark Shapiro on leading the Cleveland Indians
- [Knowledge@Wharton interview](#) with William Lauder on leading The Estée Lauder Companies, Inc.
- [CBC NewsWorld](#): The Lang & O’Leary Exchange story on boss-free offices

CASE STUDIES AND TEACHING NOTES

- *A Foundation of giving: How one company cares for its employees.* This case documents the inception, evolution, triumphs and tribulations of the Borders Group Foundation. The Foundation is an employee assistance program that has given over \$2 million in support to Borders staff members in need over the past decade.
www.bus.umich.edu/Positive/POS-Teaching-and-Learning/Borders-Cases.htm
- *Make-A-Wish Foundation.* This case describes several of the Foundation’s initiatives to create a fun work environment and the benefits, challenges, and unintended consequences of the organization’s emphasis on playfulness.
www.globalens.com/partners/RSB/casedetail.aspx?cid=1428873

PROFESSIONAL MEMBERSHIPS

- Academy of Management (2004-present)
- American Psychological Association (2004-present)
- Association for Psychological Science (2004-present)
- Society for Industrial and Organizational Psychology (2004-present)
- [Society for Organizational Behavior](#) (2014-present)
- Society for the Study of Motivation (2009-present)
- The RSA Fellowship (2013-present)

WORK EXPERIENCE

CONSULTING ENGAGEMENTS

- *Children’s Hospital of Pennsylvania:* leading organizational change (2012)
- *Novo Nordisk:* triple bottom line and organizational change (2011)
- *Elsevier:* leadership, motivation, and influence (2011-2012)
- *Southern Star:* performance, motivation and turnover (2011)
- *Medco:* case development (2010)
- *Royal Bank of Scotland:* leadership, culture, and change (2010)
- *U.S Air Force:* motivation, satisfaction, performance (2008-2009)
- *Eye Care Associates:* motivation, satisfaction, leadership, selection (2008-present)
- *Novant Health:* authentic relationships (2008-2009)
- *Hampton Roads Sanitation District:* motivation, leadership, selection (2008-2009, 2011-2012)
- *Raleigh Orthopaedic Clinic:* motivation, goals, rewards (2008-2009)

- *Borders Group, Inc.:* program evaluation, organizational commitment (2005-2007)
- *Make-A-Wish Foundation:* recruiting, communication, fundraising (2006-present)
- *University of Michigan and University of North Carolina Development Offices:* motivation, satisfaction, selection and retention, fundraising, annual giving (2004-2009)
- *University of Michigan Health System:* managing change, employee/patient satisfaction (2006-2007)

LET'S GO PUBLICATIONS / HARVARD STUDENT AGENCIES

- *Director of Advertising Sales (2001).* Earned Harvard Student Agencies Manager of the Year Award for leadership, commitment, and business acumen. Recruited, motivated, and managed staff; led team to profits over \$550,000. Collected unprecedented 100% of accounts receivable. Created new advertising associate position to provide additional student learning experience, salary and profits. Pioneered and directed Let's Go Booklets project, generating revenue to produce and distribute 100,000 booklets for publicity. Initiated focus on client relationships, team strategy meetings, and custom proposals with many favorable results, including over 50% of clients increasing ad packages and one client increasing expenditure from proposed \$40,000 to record \$159,240.
- *Director of Marketing & Business Development (2001–2002).* Co-supervised hiring of 32 editors, 170 researcher-writers, 60 associate editors, and 9 map editors. Planned publicity for series re-launch; instituted promotional partnerships focus; successfully negotiated four partnerships. Directed new scholarly essay and alumni feature projects for all 41 guides. Co-created the first Let's Go online newsletter; initiated internships program to provide new student opportunities.
- *Senior Advertising Associate (2000).* Sold record-setting total of \$608,000 in advertisements in the Let's Go travel guide series. Secured record of over \$230,000 in new clients; persuaded a client to purchase the largest ad package in company history.

HARVARD UNIVERSITY CONFLICT RESOURCE CENTER

- *Conflict mediator (2002).* Licensed in the state of Massachusetts.

BOARDS OF DIRECTORS

LEANIN.ORG

Director (2015-present).

MAKE-A-WISH FOUNDATION

- *Director (2010-2013).* Served on the Board of the Philadelphia and Susquehanna chapter, a non-profit that has granted the wishes of over 4,000 children with life-threatening medical conditions and receives annual public support of over \$3 million.

LET'S GO PUBLICATIONS AND HARVARD STUDENT AGENCIES

- *Director and Clerk (2001-2002).* Served on the Board of this \$5.5 million student-run organization that paid \$2.2 million annually in student wages.

PERSONAL INTERESTS

Springboard Diving

- Harvard University varsity (1999-2000)
- High school All-American (1998-1999)
- Two-time Junior Olympic national qualifier (1997)
- Two-time state finalist (1997-1998, 1998-1999)
- Team captain (1998-1999)

Coaching Springboard Diving

- Michigan State University Diving Camp (2000-2006)
- Charles River Diving (2000-2003)

- Precision Diving Association (1997-1999)
- West Bloomfield High School and Orchard Lake Middle School (1997-1999)

Additional Interests

- Performing magic, Ultimate Frisbee, reading, traveling, word games (Boggle, Scrabble, Anagrams)