

# ADAM M. GRANT

The Saul P. Steinberg Professor of Management and Professor of Psychology  
The Wharton School, University of Pennsylvania

[www.adamgrant.net](http://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

---

## SELECTED AWARDS AND HONORS

---

### RESEARCH

- [Web of Science world's most influential researchers in business & economics](#) (2019)
- [50 most prolific interdisciplinary business scholars](#) (2018)
- [4<sup>th</sup> highest h-index of scholars in economics and business, and top 1% of the 1% most cited](#) (2018)
- [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)
- National Science Foundation Graduate Research Fellowship (2004-2006)
- Junior Fellow, American Academy of Political and Social Science (2003)

### WRITING AND SPEAKING

- 5 *New York Times* bestselling books: over 2 million copies sold, translated into 35 languages
- Finalist, [Webby Awards](#) for business podcasts (2021)
- #1 show on the Apple Podcasts chart and one of the most downloaded new podcasts of the year (2018)
- [Raymond Katzell Award](#) for informing the public about I-O psychology (2017)
- [Management book of the year, Chartered Management Institute](#) (2017)
- LinkedIn [Top 10 Influencers of 2017](#) (#7) and [Top Voices of 2019](#) (#2)
- Best books of 2017: Amazon, Audible, Barnes & Noble, *Fast Company*, *Fortune*, Goodreads, *Inc.*, Indigo
- Best books of 2016: Amazon, *Financial Times*, Goodreads, Hudson Booksellers, NPR
- Best books of 2013: Amazon, Apple, *Financial Times*, *Fortune, Inc.*, *Wall Street Journal*, *Washington Post*
- Most popular TED talks of 2016 and 2017: [The surprising habits of original thinkers](#) and [Are you a giver or a taker?](#); new TED talk: [What frogs in hot water can teach us about thinking again](#)
- [The Nantucket Project Audience Award](#) (2015)
- Writer, [The New York Times](#) and [The Atlantic](#) (2014-present)

### TEACHING

- [Class of 1984 Teaching Award, highest-rated Wharton MBA professor](#) (2012, 2013, 2014, 2015, 2016, 2017, 2018—award discontinued afterward)
- Excellence in Teaching Award, Wharton MBA program (2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020)
- Excellence in Teaching Award, Wharton Undergraduate Division (2010, 2011, 2014, 2015, 2017, 2018)

- Goes Above and Beyond the Call of Duty, Wharton MBA Class (2011, 2012, 2013, 2014, 2015, 2016, 2018)
- [BusinessWeek favorite professors](#) (2012); *Poets and Quants* [Favorite Business Professors for Undergrads](#) (2020), [Favorite MBA Professors](#) (2018), [Favorite Professors of Business Majors](#) (2018), [40 Best B-School Professors Under 40](#) (2011)
- Penn Fellow, one of eight faculty selected university-wide (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)

## SERVICE

- 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)

## RECOGNITION

- [Thinkers50 Most Influential Global Management Thinkers](#): #10 (2019), #8 (2017), #25 (2015)
- [Fortune's 40 under 40](#) (2016)
- [Oprah's Super Soul 100](#) (2016)
- [Fast Company's 100 Most Creative People in Business](#) (2016)
- [World Economic Forum Young Global Leader](#) (2015)
- [HR's Most Influential Thinkers](#) (2014, 2015, 2016, 2017, 2018)
- [Fellow, Martin Prosperity Institute](#) (2014-2019)
- [LinkedIn Influencer](#) (2013-present)
- [New York Times Magazine](#) cover story, "Is giving the secret to getting ahead?" (2013)

---

## ACADEMIC POSITIONS

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

- The Saul P. Steinberg Professor of Management and Professor of Psychology (2016-present)
- The Class of 1965 Wharton Professor of Management and Professor of Psychology (2013-2016)
- Associate Professor of Management, with tenure (2011-2013)
- Associate Professor of Management (2009-2011)

### KENAN-FLAGLER BUSINESS SCHOOL, UNIVERSITY OF NORTH CAROLINA (Chapel Hill)

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

---

## PUBLICATIONS

### NONFICTION BOOKS

1. **Grant, A. M.** 2013. [Give and Take: Why Helping Others Drives Our Success](#). New York: Viking.
  - [#2 New York Times bestseller](#), translated into 30 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 100 leadership and success books to read in a lifetime](#)
  - [Amazon's best books of 2013](#) and [Amazon customer favorites: the top 100 print books of 2013](#)
  - [Financial Times books of the year](#) and [Washington Post 2013 books every leader should read](#)

- [Fortune's five must-read business books](#) and [Inc. best books for entrepreneurs](#)
  - [Wall Street Journal favorite books of 2013](#) and [Vancouver Sun year's best books](#)
  - [Apple iBooks best of 2013](#) and [New York Post most entertaining workplace books of 2013](#)
  - [Thinkers50 Best Book Award short list](#) and [J.P. Morgan Reading 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](#)
  - [Today Show feature](#)
2. **Grant, A. M.** 2016. *Originals: How Non-Conformists Move the World*. New York: Viking.
    - [#1 New York Times bestseller](#) and [#1 national bestseller](#), translated into 32 languages
    - Bestseller lists: [New York Times](#), [Wall Street Journal](#), [Washington Post](#), [USA Today](#), [Chicago Tribune](#), [Los Angeles Times](#), [San Francisco Chronicle](#), [Toronto Star](#), [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 2016](#), [Financial Times books of the year](#), [NPR's best books of 2016](#)
    - [Management book of the year](#), Chartered Management Institute (2017)
    - [Richard Branson's top 65 books to read in a lifetime](#)
    - [Elle's best new books of 2016](#), [Hudson Booksellers Best Books of 2016](#)
    - [The FT's summer books 2016](#) and [J.P. Morgan Reading List](#)
    - [Goodreads Choice Awards Finalist, Best Nonfiction](#)
    - Shortlist, *Handesblatt* business book prize
  3. Sandberg, S., & **Grant, A. M.** 2017. *Option B: Facing Adversity, Building Resilience and Finding Joy*. New York: Knopf.
    - [#1 New York Times bestseller](#) and [#1 Amazon bestseller](#)
    - Best books of 2017: [Amazon](#), [Audible](#), [Barnes & Noble](#), [Fast Company](#), [Fortune](#), [GoodReads](#), [Inc.](#), [Indigo](#), [USA Today](#)
  4. **Grant, A. M.** 2021. *Think Again: The Power of Knowing What We Don't Know*. New York: Viking.
    - [#1 New York Times bestseller](#) and [#1 Wall Street Journal bestseller](#)
    - 14 weeks on the *New York Times* hardcover bestseller list and 3 months on the audio list
    - Features: [Today Show](#), [CBS This Morning](#), [PBS](#), [CNN](#), [CNBC](#), [MSNBC](#)
    - Coverage: [Financial Times](#), [Goodreads](#), [Inc.](#), [Bloomberg](#), [Behavioral Scientist](#), [Crain's](#), [New Statesman](#), [New York Times](#), [New Yorker](#), [Atlantic](#), [Greater Good](#)
    - Reviews: [Financial Times](#), [Wall Street Journal](#), [New York Times](#), [Forbes](#), [Inside Higher Ed](#), [Morning Brew](#)
    - Podcasts: [Armchair Expert](#), [Dare to Lead](#), [Hidden Brain](#), [On Purpose](#), Stay Tuned
    - [Washington Post books to read in 2021](#); [Goodreads most anticipated books of 2021](#)
    - [Newsweek best books to read this spring](#); [Today Show best book to change your mindset](#)
    - *New York Times* Book Review Editors' Choice; Apple's most anticipated winter books
    - [Shape Magazine best new wellness books in February](#)

## PODCASTS AND AUDIO PROJECTS

**WorkLife with Adam Grant**, a TED original podcast

5. How to love criticism. February 28, 2018. [Apple](#) | [Other devices](#) | [Transcript](#)
6. The Daily Show's secret to creativity. March 7, 2018. [Apple](#) | [Other devices](#) | [Transcript](#)
7. The problem with all-stars. March 14, 2018. [Apple](#) | [Other devices](#) | [Transcript](#)
8. Your hidden personality. March 21, 2018. [Apple](#) | [Other devices](#) | [Transcript](#)
9. How to trust people you don't like. March 28, 2018. [Apple](#) | [Other devices](#) | [Transcript](#)

10. Faking your emotions at work. April 4, 2018. [Apple](#) | [Other devices](#) | [Transcript](#)
11. A world without bosses. April 11, 2018. [Apple](#) | [Other devices](#) | [Transcript](#)
12. When work takes over your life. April 18, 2018. [Apple](#) | [Other devices](#) | [Transcript](#)
13. Bonus: #MeToo with Ashley Judd, Ronan Farrow, and Tarana Burke. April 25, 2018. [Apple](#) | [Other devices](#) | [Transcript](#)
14. Bonus: A debate with Malcolm Gladwell. May 10, 2018. [Apple](#) | [Other devices](#) | [Transcript](#)
15. The creative power of misfits. March 5, 2019. [Apple](#) | [Other devices](#) | [Transcript](#)
16. Become friends with your rivals. March 12, 2019. [Apple](#) | [Other devices](#) | [Transcript](#)
17. Networking for people who hate networking. March 19, 2019. [Apple](#) | [Other devices](#) | [Transcript](#)
18. The perils of following your career passion. March 26, 2019. [Apple](#) | [Other devices](#) | [Transcript](#)
19. The office without a\*\*holes. April 2, 2019. [Apple](#) | [Other devices](#) | [Transcript](#)
20. How to remember anything. April 9, 2019. [Apple](#) | [Other devices](#) | [Transcript](#)
21. Bouncing back from rejection. April 16, 2019. [Apple](#) | [Other devices](#) | [Transcript](#)
22. When strength becomes weakness. April 23, 2019. [Apple](#) | [Other devices](#) | [Transcript](#)
23. Bonus: Fadbusting with Freakonomics. May 20, 2019. [Apple](#) | [Other devices](#) | [Transcript](#)
24. Bonus: Wild work advice with Cheryl Strayed. [Apple](#) | [Other devices](#)
25. The real reason you procrastinate. March 10, 2020. [Apple](#) | [Other devices](#) | [Highlights](#)
26. Burnout is everyone’s problem. March 17, 2020. [Apple](#) | [Other devices](#) | [Highlights](#)
27. The science of the deal. March 24, 2020. [Apple](#) | [Other devices](#) | [Highlights](#)
28. Bonus: Relationships at work with Esther Perel. March 31, 2020. [Apple](#) | [Other devices](#)
29. Authenticity is a double-edged sword. April 7, 2020. [Apple](#) | [Other devices](#) | [Highlights](#)
30. We don’t have to fight loneliness alone. April 14, 2020. [Apple](#) | [Other devices](#) | [Highlights](#)
31. Reinventing the job interview. April 21, 2020. [Apple](#) | [Other devices](#) | [Highlights](#)
32. Bonus: The fall of WeWork’s culture. April 30, 2020. [Apple](#) | [Other devices](#) | [Highlights](#)
33. Career decline isn’t inevitable. May 5, 2020. [Apple](#) | [Other devices](#) | [Highlights](#)
34. How science can fix remote work. May 12, 2020. [Apple](#) | [Other devices](#) | [Highlights](#)
35. Think again: JJ Abrams takes Adam’s job. January 31, 2021. [Apple](#) | [Other devices](#)
36. How to rethink a bad decision. March 30, 2021. [Apple](#) | [Transcript](#)
37. Navigating career turbulence. April 6, 2021. [Apple](#) | [Transcript](#)
38. The science of productive conflict. April 13, 2021. [Apple](#) | [Transcript](#)
39. Building an antiracist workplace. April 20, 2021. [Apple](#) | [Transcript](#)
40. Bonus: Glennon Doyle wants you to abandon identity. April 27, 2021. [Apple](#) | [Transcript](#)
41. Bonus: Dax Shepard doesn’t believe in regret. May 4, 2021. [Apple](#) | [Transcript](#)
42. Why it pays to raise pay. May 11, 2021. [Apple](#) | [Transcript](#)
43. How to bust bias at work. May 18, 2021. [Apple](#) | [Transcript](#)

**Taken for Granted**, a TED interview podcast

44. Brené Brown on what vulnerability isn’t. February 23, 2021. [Apple](#) | [Other devices](#)
45. Jane Goodall on leadership lessons from primates. March 2, 2021. [Apple](#)
46. Malcolm Gladwell questions everything. March 9, 2021. [Apple](#)
47. Daniel Kahneman doesn’t trust your intuition. March 16, 2021. [Apple](#)

48. **Grant, A. M.** 2019. *Power Moves: Lessons from Davos*. Audible Original.
  - [#1 New York Times bestseller](#) and #1 Audible bestseller

**CHILDREN’S PICTURE BOOKS**

49. **Grant, A. M., & Grant, A. S.** 2019. *The Gift Inside the Box*. New York: Dial Books.
  - [Amazon’s Holiday Gift Picks: Ages 6 to 8](#)
  - [Amazon’s Most Anticipated Fall Books](#) (top 10 for readers 6-8)
50. **Grant, A. S., & Grant, A. M.** 2020. *Leif and the Fall*. New York: Dial Books.

**KEY REFEREED ARTICLES: Work motivation, job design, prosocial helping and giving behaviors, proactive and creative behaviors**

51. **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.
52. **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
53. **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.
54. **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.
55. **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)
56. **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)
57. **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
58. **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.
59. **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.
60. **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
61. **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.

62. 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.
63. 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.
64. 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.
65. \*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.
66. 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.
67. 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.
68. 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.
69. 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.
70. 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.
71. 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.
72. 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.
73. 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.
74. 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.
75. 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.
76. 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.

77. 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.
78. 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.
79. 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.
80. 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.
81. Grant, A. M. 2013. Rethinking the extraverted sales ideal: The ambivert advantage. *Psychological Science*, 24: 1024-1030.
82. 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.
83. 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.
84. 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.
85. 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.
86. 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.
87. 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. *Academy of Management Annals*, 10: 599-670.
88. Menges, J., \*\*Tussing, D. V., Wihler, A., & Grant, A. M. 2017. When job performance is all relative: How family motivation energizes effort and compensates for intrinsic motivation. *Academy of Management Journal*, 60: 695-719.
89. \*\*Shin, J., & Grant, A. M. 2019. Bored by interest: Intrinsic motivation in one task can reduce performance in other tasks. *Academy of Management Journal*, 62: 1-22.
90. \*\*Chang, E., Milkman, K., Gromet, D., Rebele, R., Massey, C., Duckworth, A., & Grant, A. M. 2019. The mixed effects of online diversity training. *Proceedings of the National Academy of Sciences*, 116: 7778-7783.
91. \*\*Shin, J., & Grant, A. M. 2020. When putting work off pays off: The curvilinear relationship between procrastination and creativity. Forthcoming in the *Academy of Management Journal*.
92. Grant, A. M., & \*\*Shandell, M. 2022. Social motivation at work: The organizational psychology of effort for, against, and with others. *Annual Review of Psychology*.

## ADDITIONAL REFEREED ARTICLES

93. 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.
94. 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.
95. 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.
96. **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
97. **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
98. **Grant, A. M.** 2008c. Employees without a cause: The motivational effects of prosocial impact in public service. *International Public Management Journal*, 11: 48-66.
99. **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.
100. **Grant, A. M.** 2008d. Designing jobs to do good: Dimensions and psychological consequences of prosocial job characteristics. *Journal of Positive Psychology*, 3: 19-39.
101. **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.
102. **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.
103. **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.
104. 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.
105. **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



106. 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.
107. 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.
108. 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.
109. Erez, A., & **Grant, A. M.** 2014. Separating data from intuition: Bringing evidence into the management classroom. *Academy of Management Learning & Education*, 13: 104-119.
110. 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**

111. **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.
112. 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.
113. 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.
114. **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.
115. **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.
116. **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.
117. **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.
118. **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.
119. **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.

120. **Grant, A. M.** 2014. Work and the art of motivation maintenance. In M. A. Gernsbacher & J. R. Pomerantz (Eds.), *Psychology and the real world* (2<sup>nd</sup> ed.).
121. **Grant, A. M.** 2019. Writing a book for real people: On giving the psychology of giving away. *Perspectives on Psychological Science*, 14: 91-95.

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

#### MAGAZINE AND NEWSPAPER ARTICLES

122. **Grant, A.M.,** Gino, F., & Hofmann, D.A. 2010. [The hidden advantages of quiet bosses](#). *Harvard Business Review*, December: 28.
123. **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.
124. **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.
125. **Grant, A. M.** 2011. [Motivating creativity at work: The necessity of others is the mother of invention](#). *Psychological Science Agenda*, 25(7).
126. **Grant, A. M.** 2013. [Givers take all: The hidden dimension of corporate culture](#). *The McKinsey Quarterly*, April.
127. **Grant, A. M.** 2013. [In the company of givers and takers](#). *Harvard Business Review*, April: 90-97.
128. **Grant, A. M.** 2013. [Turning the tables on success](#). *strategy+business*, April.
129. **Grant, A. M.** 2013. [Good guys can win at work](#). *Time Magazine*, April.
130. **Grant, A. M.** 2013. [The best lie detectors in the workplace](#). *Washington Post*, April.
131. **Grant, A. M.** 2013. [Fitting in and standing out: Shifting mindsets from taking to giving](#). *ChangeThis*, April.
132. **Grant, A. M.** 2013. [Givers and takers: Who are the best performers in the workplace?](#) *The Independent*, May.
133. **Grant, A. M.** 2013. [Why men need women](#). *The New York Times*, July.
134. **Grant, A. M.** 2013. [An upfront bonus pays over the long term](#). *The Financial Times*, August.
135. **Grant, A. M.** 2014. [The dark side of emotional intelligence](#). *The Atlantic*, January.
136. **Grant, A. M.** 2014. [A solution for bad teaching](#). *The New York Times*, February.
137. **Grant, A. M.** 2014. [How to succeed professionally by helping others](#). *The Atlantic*, March.
138. **Grant, A. M.** 2014. [Raising a moral child](#). *The New York Times*, April.
139. **Grant, A. M.** 2014. [Why so many men don't stand up for their female colleagues](#). *The Atlantic*, April.

140. **Grant, A. M.** 2014. [Throw out the college application system](#). *The New York Times*, October.
141. **Grant, A. M.**, & Sandberg, S. 2014. [When talking about bias backfires](#). *The New York Times*, December.
142. Sandberg, S., & **Grant, A. M.** 2015. [Speaking while female](#). *The New York Times*, January.
143. **Grant, A. M.**, & Sandberg, S. 2015. [Madam C.E.O., get me a coffee](#). *The New York Times*, February.
144. Sandberg, S., & **Grant, A. M.** 2015. [How men can succeed in the boardroom and the bedroom](#). *The New York Times*, March.
145. **Grant, A. M.** 2015. [The power of exclusion](#). *Good*, May.
146. **Grant, A. M.** 2015. [Friends at work? Not so much](#). *The New York Times*, September.
147. **Grant, A. M.** 2015. [Can we end the meditation madness?](#) *The New York Times*, October. Adapted for [CBS Sunday Morning](#).
148. **Grant, A. M.** 2015. [The virtue of contradicting ourselves](#). *The New York Times*, November.
149. **Grant, A. M.** 2015. [The one question you should ask about every new job](#). *The New York Times*, December.
150. Cross, R. W., Rebele, R. W., & **Grant, A. M.** 2016. [Collaborative overload](#). *Harvard Business Review*, January-February.
151. **Grant, A. M.** 2016. [Why I taught myself to procrastinate](#). *The New York Times*, January.
152. **Grant, A. M.** 2016. [How to raise a creative child. Step one: back off](#). *The New York Times*, January.
153. **Grant, A. M.** 2016. [Entrepreneurs, don't quit your day jobs](#). *Wired*, February.
154. **Grant, A. M.** 2016. [How to build a culture of originality](#). *Harvard Business Review*, March.
  - Finalist, HBR McKinsey Award
155. **Grant, A. M.** 2016. [The real clue that a candidate would make a great president](#). *The Washington Post*, May.
156. **Grant, A. M.** 2016. [Unless you're Oprah, 'be yourself' is terrible advice](#). *The New York Times*, June.
157. Sandberg, S., & **Grant, A. M.** 2016. [The myth of the catty woman](#). *The New York Times*, June.
158. **Grant, A. M.** 2016. [Why we should stop grading students on a curve](#). *The New York Times*, September.
159. **Grant, A. M.** 2016. [Don't like the candidates? Vote anyway](#). *The New York Times*, October.
160. Goler, L., Gale, J., & **Grant, A. M.** 2016. [Let's not kill performance evaluations yet](#). *Harvard Business Review*, November.
161. **Grant, A. M.**, & Rebele, R. 2017. [Beat generosity burnout](#). *Harvard Business Review*, January.

162. Grant, A. S., & Grant, A. M. 2017. [Your marriage needs... a meeting](#). *Redbook*, March.
163. Goler, L., Gale, J., Harrington, B., & Grant, A. M. 2017. [The power of pride](#). *Fast Company*, April.
164. Grant, A. M. 2017. [Good news for young strivers: Networking is overrated](#). *The New York Times*, August.
165. Grant, A. M. 2017. [Kids, would you please start fighting?](#) *The New York Times*, November.
166. Sandberg, S., & Grant, A. M. 2017. [Holiday blues: Four mistakes we make when comforting friends who are struggling](#). *USA Today*, November.
167. Goler, L., Gale, J., Harrington, B., & Grant, A. M. 2018. [Why people really quit their jobs](#). *Harvard Business Review*, January.
168. Grant, A. S., & Grant, A. M. 2018. [How to negotiate your way to a better marriage](#). *Redbook*, February.
169. Goler, L., Gale, J., Harrington, B., & Grant, A. M. 2018. [The 3 things employees really want: Career, community, cause](#). *Harvard Business Review*, February.
170. Grant, A. M. 2018. [People don't actually know themselves very well](#). *The Atlantic*, March.
171. Grant, A. M. 2018. [Tapping into the power of humble narcissism](#). *TED Ideas*, March.
172. Judd, S., O'Rourke, E., & Grant, A. M. 2018. [Employee surveys are still one of the best ways to measure engagement](#). *Harvard Business Review*, March.
173. Grant, A. M. 2018. [Coax generosity out of your grumpiest coworker](#). *Fast Company*, March.
174. Grant, A. S., & Grant, A. M. 2018. [The little psychological tricks that will make your marriage happier](#). *Redbook*, May.
175. Grant, A. M. 2018. [Can your job make you a more controlling parent?](#) *Salon*, July.
176. Grant, A. S., & Grant, A. M. 2018. [How to argue your way to a stronger marriage](#). *Redbook*, August.
177. Grant, A. M. 2018. [Those who can do, can't teach](#). *The New York Times*, August.
178. Henkel, E., & Grant, A. M. 2018. [To get employees to empathize with customers, make them think like customers](#). *Harvard Business Review*, September.
179. Grant, A. M. 2018. [What straight-A students get wrong](#). *The New York Times*, December.
180. Grant, A. M. 2019. [The surprising value of obvious insights](#). *MIT Sloan Management Review*, February.
181. Grant, A. M. 2019. [No, you can't ignore email](#). *The New York Times*, February.
182. Grant, A. M. 2019. [Power doesn't corrupt. It just exposes who leaders really are](#). *The Washington Post*, February.

183. **Grant, A. M.** 2019. [Frustrated at work? That might just lead to your next breakthrough.](#) *The New York Times*, March.
184. **Grant, A. M.** 2019. [Your top rival can be your biggest ally.](#) *The New York Times*, March.
185. **Grant, A. M.** 2019. [Should you always strive to work at the most prestigious places? Well...](#) *The New York Times*, March.
186. **Grant, A. M.** 2019. [Productivity is not about time management. It's about attention management.](#) *The New York Times*, March.
187. **Grant, A. M.** 2019. [Stop asking kids what they want to be when they grow up.](#) *The New York Times*, April.
188. **Grant, A. M.** 2019. [How to deal with a jerk without being a jerk.](#) *The New York Times*, April.
189. **Grant, A. M.** 2019. [How to improve your memory \(even if you can't find your car keys\).](#) *The New York Times*, April.
190. **Grant, A. M.** 2019. [How to bounce back from rejection.](#) *The New York Times*, April.
191. **Grant, A. M.** 2019. [How your strengths can make you weaker.](#) *The New York Times*, April.
192. Chang, E. H., Milkman, K. L., Zarrow, L., Brabaw, K., Gromet, D. M., Rebele, R. W., Massey, C., Duckworth, A. L., & **Grant, A. M.** 2019. [Does diversity training work the way it's supposed to?](#) *Harvard Business Review*, July.
193. **Grant, A. M.**, & Grant, A. S. 2019. [We need to talk about 'The Giving Tree'.](#) *The New York Times*, October.
194. **Grant, A. M.**, & Grant, A. S. 2019. [Stop trying to raise successful kids—and start raising kind ones.](#) *The Atlantic*, December.
195. **Grant, A. M.** 2020. [Procrastinate much? Manage your emotions, not your time.](#) *The New York Times*, March.
196. Rebele, R. W., & **Grant, A. M.** 2020. [Can't stop touching your face? Try this.](#) *The Atlantic*, March.
197. **Grant, A. M.** 2020. [Burnout isn't just in your head. It's in your circumstances.](#) *The New York Times*, March.
198. **Grant, A. M.** 2020. [In negotiations, givers are smarter than takers.](#) *The New York Times*, March.
199. **Grant, A. M.** 2020. [We get, and give, lots of bad advice. Here's how to stop.](#) *The New York Times*, April.
200. **Grant, A. M.** 2020. [The fine line between helpful and harmful authenticity.](#) *The New York Times*, April.
201. **Grant, A. M.** 2020. [Yes, even introverts can be lonely right now.](#) *The New York Times*, April.
202. **Grant, A. M.** 2020. [We don't just need to connect—we need to reconnect.](#) *The New York Times*, April.

203. Grant, A. M. 2020. [Job interviews are broken. There's a way to fix them.](#) *The New York Times*, May.
204. Grant, A. M. 2020. [How not to apologize in quarantine.](#) *The New York Times*, May.
205. Grant, A. M. 2020. [To build resilience in isolation, master the art of time travel.](#) *The New York Times*, May.
206. Grant, A. M. 2020. [The world after COVID-19: How jobs, bosses, and firms may improve after the crisis.](#) *The Economist*, June.
207. Grant, A. M., & Grant, A. S. 2020. [Kids can learn to love learning, even over Zoom.](#) *The New York Times*, September.
208. Grant, A. M. 2021. [The science of reasoning with unreasonable people.](#) *The New York Times*, January.
209. Grant, A. M. 2021. [The lost art of listening.](#) *TED*, February.
210. Grant, A. M. 2021. [Building a culture of learning at work.](#) *strategy+business*, February.
211. Grant, A. M. 2021. [Who won't shut up in meetings?](#) *The Washington Post*, February.
212. Grant, A. M. 2021. [Persuading the unpersuadable: Lessons from science—and the people who were able to sway Steve Jobs.](#) *Harvard Business Review*, March-April.
213. Grant, A. M. 2021. [There's a name for the blah you're feeling: It's called languishing.](#) *The New York Times*, April.

## ONLINE ARTICLES AND BLOG POSTS

214. [We commit when we give.](#) *Sustainable Enterprise Quarterly*, Summer 2009.
215. [The entry interview: Why wait until employees leave?](#) *Wharton Magazine Blog*, November 2010.
216. [The problem with financial incentives—and what to do about it.](#) *Knowledge@Wharton*, March 2011.
217. [Sustainable employee motivation: Selfish or selfless?](#) *Wharton Magazine Blog*, March 2011.
218. [The unbearable lightness of meetings.](#) *Center for Positive Organizational Scholarship*, March 2012.
219. [Does giving at work leave family behind?](#) *Huffington Post*, April 2013.
220. [Yes, power corrupts, but power also reveals.](#) *LinkedIn*, April 2013.
221. [Helicopter managers: The helping hand strikes again.](#) *LinkedIn*, April 2013.
222. [What's worse than a coworker who undermines you?](#) *LinkedIn*, April 2013.
223. [The common ingredient for team success.](#) *LinkedIn*, May 2013.
224. [Does trying to be happy make us unhappy?](#) *LinkedIn*, May 2013.
225. [Who's smarter: The selfish or the generous?](#) *LinkedIn*, May 2013.
226. [Don't make the right decision; make the decision right.](#) *LinkedIn*, May 2013.
227. [The power of the pen: How to boost happiness, health, and productivity.](#) *LinkedIn*, May 2013.
228. [The bad habits of good negotiators.](#) *LinkedIn*, June 2013.
229. [What's wrong with job interviews, and how to fix them.](#) *LinkedIn*, June 2013.
230. [Finding the hidden value in your network.](#) *LinkedIn*, June 2013.
231. [6 ways to get me to email you back.](#) *LinkedIn*, June 2013.
232. [A better way to discover your strengths.](#) *LinkedIn*, July 2013.
233. [How to escape from bad decisions.](#) *LinkedIn*, July 2013.
234. [Getting colleagues to carry their weight.](#) *LinkedIn*, July 2013.
235. [Do women civilize men?](#) *LinkedIn*, July 2013.
236. [What Millennials really want out of work.](#) *LinkedIn*, August 2013.

237. [Don't even think about reading this post](#). *LinkedIn*, August 2013.
238. [Recognizing givers](#). *Huffington Post*, August 2013.
239. [How to think like a wise person](#). *LinkedIn*, August 2013.
240. [Instead of monitoring employees, try motivating them](#). *LinkedIn*, September 2013.
241. [Why some people have no boundaries online](#). *LinkedIn*, September 2013.
242. [Say goodbye to MBTI, the fad that won't die](#). *LinkedIn*, September 2013.
243. [MBTI, if you want me back, you need to change too](#). *LinkedIn*, September 2013.
244. [Wharton has an image problem](#). *LinkedIn*, September 2013.
245. [What makes Malcolm Gladwell fascinating](#). *LinkedIn*, October 2013.
246. [The positive power of negative thinking](#). *LinkedIn*, October 2013.
247. [Does studying economics breed greed?](#) *LinkedIn*, October 2013.
248. [Why I gossip at work \(and you should too\)](#). *LinkedIn*, October 2013.
249. [The sneaky influence tactics you never saw coming](#). *LinkedIn*, November 2013.
250. [Why you shouldn't say "you're welcome."](#) *LinkedIn*, November 2013.
251. [Do good people turn evil?](#) *LinkedIn*, November 2013.
252. [The gift we love to receive but forget to give](#). *LinkedIn*, November 2013.
253. [Are you a slacktivist? Stop liking causes on Facebook](#). *LinkedIn*, December 2013.
254. [It's better to start your career in a recession](#). *LinkedIn*, December 2013.
255. [The 12 business books to read in 2014](#). *LinkedIn*, December 2013.
256. [My Festivus grievances about online comments](#). *LinkedIn*, December 2013.
257. [Why I was wrong about Twitter](#). *LinkedIn*, January 2014.
258. [It's time to eliminate exploding job offers](#). *LinkedIn*, January 2014.
259. [The #1 feature of a meaningless job](#). *LinkedIn*, January 2014.
260. [Negotiating your salary without playing hardball](#). *LinkedIn*, February 2014.
261. [5 myths about introverts and extraverts at work](#). *LinkedIn*, February 2014.
262. [Is it wrong to plagiarize from an email?](#) *LinkedIn*, February 2014.
263. [Can't-miss business books for spring and summer](#). *LinkedIn*, March 2014.
264. [8 ways to say no without hurting your image](#). *LinkedIn*, March 2014.
265. [Why girls get called bossy, and how to avoid it](#). *LinkedIn*, March 2014.
266. [The top ten signs you might be a taker](#). *LinkedIn*, March 2014.
267. [How to become productively generous](#). *LinkedIn*, March 2014.
268. [How not to introduce a speaker](#). *LinkedIn*, April 2014.
269. [The most valuable business degree doesn't exist](#). *LinkedIn*, April 2014.
270. [You're looking for help in all the wrong places](#). *LinkedIn*, April 2014.
271. [Leadership lessons from children's books](#). *LinkedIn*, May 2014.
272. [If you do this, your emails might be rude](#). *LinkedIn*, May 2014.
273. [Three words you shouldn't say about yourself](#). *LinkedIn*, May 2014.
274. [Why behavioral economics is cool, and I'm not](#). *LinkedIn*, June 2014.
275. [Playing golf, and other mistakes CEOs make](#). *LinkedIn*, June 2014.
276. [Should teammates get equal pay?](#) *LinkedIn*, July 2014.
277. [You're not my friend](#). *LinkedIn*, July 2014.
278. [Legacy wars: Steve Jobs vs. Bill Gates](#). *LinkedIn*, August 2014.
279. [The new books to read this fall](#). *LinkedIn*, September 2014.
280. [How I overcame the fear of public speaking](#). *LinkedIn*, September 2014.
281. [Emotional intelligence is overrated](#). *LinkedIn*, September 2014.
282. [Don't start a company with your friends](#). *LinkedIn*, October 2014.
283. [The most influential books of the past decade](#). *LinkedIn*, November 2014.
284. [How to stop annoying behaviors and handle offensive people](#). *LinkedIn*, November 2014.
285. [The biggest reason we steal other people's ideas](#). *LinkedIn*, December 2014.
286. [The 15 new books to read in 2015](#). *LinkedIn*, January 2015.
287. [How not to ask for a recommendation letter](#). *LinkedIn*, February 2015.
288. [Why I failed to advocate for women: Confessions of an ignorant man](#). *LinkedIn*, March 2015.
289. [Three lies about meaningful work](#). *LinkedIn*, May 2015.
290. [Remembering Dave Goldberg, the ultimate mensch](#). *LinkedIn*, May 2015.

291. [Even smart leaders make these mistakes](#). *LinkedIn*, June 2015.
292. [My mentor never gave his last lecture](#). *LinkedIn*, August 2015.
293. [Q&A: why I think nuclear families might become obsolete, the most influential person alive is J.K. Rowling, and more](#). *Parlio*, August 2015.
294. [7 new books to read this fall](#). *LinkedIn*, August 2015.
295. [No, you can't pick my brain, but I'll talk to you anyway](#). *LinkedIn*, September 2015.
296. [Dear men: Wake up and smell the inequality](#). *LinkedIn*, October 2015.
297. [How to be an online troll](#). *LinkedIn*, October 2015.
298. [Instead of just being grateful, try this](#). *LinkedIn*, November 2015.
299. [The 10 new books to read in 2016](#). *LinkedIn*, December 2015.
300. [Do you know what it takes to be original?](#) *Harvard Business Review*, January 2016.
301. [Your most creative ideas are the hardest to sell, but they don't have to be](#). *LinkedIn*, January 2016.
302. [How to make an email introduction that doesn't ruin both people's lives](#). *Time*, February 2016.
303. [To overcome the fear of failure, fear this instead](#). *LinkedIn*, February 2016.
304. [How to pitch an idea like Mark Cuban and Reid Hoffman](#). *LinkedIn*, March 2016.
305. [Stop serving the feedback sandwich](#). *LinkedIn*, May 2016.
306. [Where great leaders earn their stripes](#). *LinkedIn*, May 2016.
307. [The dangers of authenticity](#). *LinkedIn*, June 2016.
308. [In a job interview, this is how to acknowledge your weaknesses](#). *LinkedIn*, July 2016.
309. [The 8 new books to read this fall](#). *LinkedIn*, August 2016.
310. [New books to sharpen your mind in 2017](#). *LinkedIn*, December 2016.
311. [How to change a selfish person's stripes](#). *LinkedIn*, January 2017.
312. [When you get fired or fail big, this is how you bounce forward](#). *LinkedIn*, April 2017.
313. [To be resilient, don't be too virtuous](#). *LinkedIn*, May 2017.
314. [To be a disruptor, you don't have to be an asshole](#). *LinkedIn*, June 2017.
315. [Differences between men and women are vastly exaggerated](#). *LinkedIn*, August 2017.
316. [To build a great network, you don't have to be a great networker](#). *LinkedIn*, August 2017.
317. [The big idea and business books that debut this fall](#). *LinkedIn*, September 2017.
318. [To connect with your audience, be more vulnerable](#). *LinkedIn*, October 2017.
319. [The 20 new idea books to kick off 2018](#). *LinkedIn*, December 2017.
320. [To make your new year's resolution stick, outsmart your teenage brain](#). *LinkedIn*, January 2018.
321. [Men are afraid to mentor women. Here's what we can do about it](#). *LinkedIn*, February 2018.
322. [Ads don't have to suck](#). *LinkedIn*, March 2018.
323. [Dear United Airlines: To motivate people, don't do this](#). *LinkedIn*, March 2018.
324. [To change what people believe, change what they want to believe](#). *LinkedIn*, March 2018.
325. [The one kind of narcissist that makes a great leader](#). *TED*, March 2018.
326. [How to run a conference panel that isn't horrible](#). *LinkedIn*, June 2018.
327. [The dozen new idea books to read this fall](#). *LinkedIn*, September 2018.
328. [The 19 new leadership books to read in 2019](#). *LinkedIn*, December 2018.
329. [Mentors are good. Coaches are better](#). *LinkedIn*, May 2019.
330. [The new fall books on behavioral science, leadership, and life](#). *LinkedIn*, August 2019.
331. [The 20 new leadership books for 2020](#). *LinkedIn*, January 2020.
332. [15 new leadership books for a summer in quarantine](#). *LinkedIn*, May 2020.
333. [Why white people stay silent on racism, and what to read first](#). *LinkedIn*, June 2020.
334. [The fall idea books to teach you something new](#). *LinkedIn*, September 2020.
335. [It's time to teach collaboration](#). *LinkedIn*, September 2020.
336. [My favorite podcasts on work and psychology](#). *LinkedIn*, December 2020.
337. [Yes, women with doctorates should be called Dr.](#) *LinkedIn*, December 2020.
338. [The new leadership books to launch 2021](#). *LinkedIn*, December 2020.
339. [The spring books to stretch your mind](#). *LinkedIn*, March 2021.
340. [The 12 new leadership books to read this summer](#). *LinkedIn*, May 2021.

## INTERVIEWS



341. [Malcolm Gladwell on why we shouldn't value speed over power](#). *Heleo*, April 2017.
342. [Mark Cuban gets loud](#). *Esquire*, May 2017.
343. [Sheryl Sandberg on why you don't need a personal brand](#). *Heleo*, June 2017.
344. [Jimmy Iovine wants to learn](#). *Esquire*, June-July 2017.
345. [Christopher Nolan wants you to silence your phones](#). *Esquire*, August 2017.
346. [Why Ken Burns and Lynn Novick chose the Vietnam war](#). *Esquire*, September 2017.
347. [Kristin Wiig is not afraid to fail](#). *Esquire*, October 2017.
348. [Richard Branson: how to have fun while earning a billion dollars](#). *Heleo*, November 2017.
349. [David Fincher is still fascinated by serial killers](#). *Esquire*, November 2017.
350. [The one key trait that Einstein, da Vinci, and Steve Jobs had in common](#). *Heleo*, December 2017.
351. [Brunello Cucinelli, the philosopher CEO](#). *Esquire*, December-January 2017-18.
352. [Ashley Judd is just getting started](#). *Esquire*, February 2018.
353. [Satya Nadella on the power of being a learn-it-all](#). *Heleo*, February 2018.
354. [Lindsey Vonn is skiing for herself](#). *Esquire*, March 2018.
355. [Mary Barra on how to handle crisis like a pro](#). *Heleo*, April 2018.
356. [Questlove wants you to start listening](#). *Esquire*, April 2018.
357. [The Westworld creators think real androids might be a bad idea](#). *Esquire*, May 2018.
358. [Marc Maron proves dreams don't have deadlines](#). *Esquire*, June 2018.
359. [Doris Kearns Goodwin knows what presidential leadership looks like](#). *Fast Company*, August 2018.

## TEACHING

### WHARTON COURSES

### INSTRUCTOR RATINGS

- *Foundations of Teamwork and Leadership (Management 610, MBA core)*
  - 2020: 234 students virtually, section ratings: 3.93, 3.91, 3.84 3.89 /4
  - 2019: 214 students, section ratings: 3.94, 3.92, 3.97 3.94 /4
  - 2018: 216 students, section ratings: 3.97, 3.83, 3.96 3.92 /4
  - 2017: 216 students, section ratings 3.94, 3.98, 3.97 3.96 /4
  - 2016: 212 students, section ratings 3.94, 3.92, 3.97 3.94 /4
  - 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
  - 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
- *Organizational Behavior (Management 238, undergraduate elective)*
  - 2020: 70 students 3.84 /4
  - 2019: 68 students 3.91 /4
  - 2018: 63 students 3.87 /4
  - 2017: 69 students 3.92 /4
  - 2016: 74 students 3.96 /4
  - 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
- *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 \$15,000
- 2012 (Penn Law): Organizational behavior students, over \$36,000
- 2012 (Wharton): Undergraduate volunteers, over \$17,000
- 2010-2011 (Wharton): MBA negotiation students, over \$33,000
- 2009 (UNC): MBA leadership students and undergraduate volunteers, over \$33,000

The challenge was subsequently adopted by colleagues at the University of Utah, the University of Michigan, Idaho State University, and the University of Ottawa, raising more than \$325,000 in total.

## STUDENT ADVISING

### DISSERTATION COMMITTEES

- *Arianna Beetz*, Wharton Management
- *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, virtual communication): now Assistant Professor of Management, McCombs School of Business, University of Texas-Austin
- *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 Associate 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
- *Constantinos Coutifaris*, Wharton Management
- *Emma Edelman*, Wharton Operations and Information Management (2016, honesty and benevolence): now Assistant Professor of Behavioral Sciences, University of Chicago
- *Karren Knowlton*, Wharton Management
- *Timothy Kundro*, Wharton Management
- *R. David Lebel*, Wharton Management (2012, fear and voice): now Assistant Professor of Business Administration, Katz School of Business, University of Pittsburgh
- *Nicholas LoBuglio*, Wharton Management (2019, self-presentation)
- *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
- *Julianna Pillemer*, Wharton Management (2019, authenticity): now Assistant Professor of Management and Organizations, NYU Stern School of Business
- *Jihae Shin*, Wharton Management (2014, the dark side of intrinsic motivation): now Assistant Professor of Entrepreneurship, 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, Marshall School of Business, University of Southern California
- *Danielle Tussing*, Wharton Management (2018, ambivalent leadership): now Assistant Professor of Management & Organizations, Mendoza College of Business, University of Notre Dame

#### **FORMER UNDERGRADUATE AND MBA STUDENTS IN DOCTORAL PROGRAMS**

- Justin Berg, The Wharton School: Management PhD
- Andrew Brodsky, Harvard Business School: Organizational Behavior PhD
- Elizabeth Campbell, University of Maryland: Management & Organization PhD
- Constantinos Coutifaris, The Wharton School: Management PhD
- Hannah Kalmanovich, University of North Carolina: Organizational Behavior PhD
- Nicholas LoBuglio, The Wharton School: Management PhD
- Kari Kagan, Palo Alto University: PGSP-Stanford PsyD
- Sarah Long, University of Indianapolis: Clinical Psychology PsyD
- Christopher Myers, University of Michigan: Management & Organizations PhD
- Shreehari Raghavan, Duke University: Management & Organizations PhD
- Jenna Scott, Massachusetts School of Professional Psychology: PsyD
- Daron Sharps, University of California-Berkeley: Organizational Behavior PhD

---

#### **PROFESSIONAL SERVICE**

---

#### **EDITORIAL POSITIONS**

- Associate Editor, *Academy of Management Journal* (2010-2014)
- 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*
- *Journal of Personality and Social Psychology*
- *Organization Science*
- *Organizational Behavior and Human Decision Processes*
- *Personnel Psychology*
- *Perspectives on Psychological Science*
- *Psychological Science*

#### **COMMITTEE MEMBERSHIPS**

- Expert Review Panel, Equality Can’t Wait Challenge (2020)
- *Academy of Management Discoveries* Best Paper Committee (2019)
- Katzell Award Committee (2018-present)
- Mitchell Scholarship Selection Committee (2016)
- Judging panel, Forty Over 40 Women to Watch (2014)
- Center for Positive Organizations Research Advisory Board (2013-2018)
- 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)

---

#### **UNIVERSITY SERVICE**

---

## *Wharton*

- Faculty co-director, Wharton People Analytics (2015-present)
- Founder and host, Authors@Wharton speaker series (2012-present)
  - 2019-2020: Malcolm Gladwell, Bob Iger, David Kwong, Danielle Weisberg and Carly Zakin
  - 2018-2019: Melinda Gates, Valerie Jarrett, Ingrid Fetell Lee, Stan McChrystal, Doug Pederson
  - 2017-2018: Richard Branson, Walter Isaacson, Scott Kelly, Satya Nadella, Esther Perel, Dan Pink, and breakout authors (Dan Coyle, Melissa Dahl, Sally Kohn)
  - 2016-2017: Angela Duckworth, Sarah Hurwitz, Michael Lewis, Sheryl Sandberg, Tim Urban, Abby Wambach, and breakout authors (Adam Alter, Kelsey Crowe, Tiffany Dufu, Emily Smith, Scott Sonenshein)
  - 2015-2016: Mitch Albom, Amy Cuddy, Mark Cuban, Garry Kasparov, Claire McCaskill, Dana Perino and Alec Ross, Martine Rothblatt, Anne-Marie Slaughter
  - 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-chair, 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)
- OB 2<sup>nd</sup> year PhD exam committee (2010-present)
- Faculty member, doctoral pro-seminar on applied research methods for management (2010-2016)
- 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)
- Chair, junior faculty 3<sup>rd</sup> 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, 2<sup>nd</sup> 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, 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)
- 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)
- 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)
- Member, Interdisciplinary Committee on Organizational Studies retreat planning committee (2005)
- Member, Organizational psychology PhD admissions committee (2004)

*Harvard University*

- Interviewer, undergraduate admissions (2003-2006)
- Senior research officer, personal projects interest group (2002-2003)
- Member, Psychology Department Committee on Undergraduate Instruction (2002)
- Research coordinator and research assistant, social psychology laboratory (2000-2003)
- President, business manager, and cofounder, Harvard Magic Society (2000-2002)

---

**BOARD POSITIONS**

---

- U.S. Department of Defense Innovation Board (2016-2020)
- The Sheryl Sandberg and David Goldberg Foundation (2015-present)
- The Make-A-Wish Foundation of Philadelphia and Susquehanna Valley (2010-2013)
- Let's Go Publications and Harvard Student Agencies (2001-2002)

---

## PRESENTATIONS

---

### SELECTED KEYNOTES AND SPEECHES

- *Conferences*: Aspen Ideas Festival (2016, 2017), Behavioral Science and Policy Association (2015), Cannes Lions International Festival of Creativity (2016), DLD (2016), Dreamforce (2017), Expomangement Brazil (2017), Google Zeitgeist (2014), HubSpot INBOUND (2017), Nordic Business Forum (2017), Oslo Business for Peace Summit (2017), SHRM (2018), shop.org (2017), TED (2016), TED@IBM (2016), The Nantucket Project (2015), SXSW (2017), United Nations Social Innovation Summit (2013), World Business Forum (2015, 2016, 2017), World Economic Forum (2014-2017), WorkHuman (2015, 2017, 2018)
- *Technology*: Amazon (2016), Apple (2013), Cisco (2016), Facebook (2015-2017), Google (2012), Khosla Ventures (2016), LinkedIn (2014), Microsoft (2013, 2016), Oracle (2014, 2016), Salesforce (2016, 2017), SAS (2017), Square (2015), TPG (2017), Twitter (2016)
- *Nonprofit*: Acumen Fund (2013), Ashoka (2013), Bill & Melinda Gates Foundation (2017), charity:water (2015), DonorsChoose (2014), Environmental Defense Fund (2012), KIPP (2016), Smithsonian (2016), Willow Creek Association (2014)
- *Spaceflight*: Blue Origin (2016), SpaceX (2016), Virgin Galactic (2015)
- *Healthcare*: DaVita (2014), Johnson & Johnson (2013), Mayo Clinic (2015), Memorial Sloan Kettering (2013), Merck (2012-2014), Third Rock Ventures (2014), UnitedHealthGroup (2017)
- *Women's events*: 3% Conference (2016), Massachusetts Conference for Women (2015), Morgan Lewis Women of Power & Prominence Summit (2017), Pennsylvania Conference for Women (2016), Women of Silicon Valley (2015)
- *Entertainment*: Bad Robot (2015), CAA (2013), Disney Animation (2014), MTV (2013), NBA (2016, 2017), NBCUniversal (2017), Nickelodeon (2013), Oprah Winfrey Network (2016), Pixar (2013), Viacom (2014, 2016), Warner Bros (2013, 2016)
- *Higher education*: Association of American Medical Colleges (2013), Chartered Institute of Personnel and Development (2014), Graduate Management Admission Council (2014)
- *Media*: Bloomberg (2014), Fortune (2014), Hearst (2016, 2017), Inc. (2014), The New York Times (2016, 2017), U.S. News & World Report (2013)
- *Consulting*: Accenture (2014, 2016, 2017), BCG (2015), KPMG (2015, 2016), McKinsey (2016, 2017)
- *Consumer*: Campbell Soup (2016), Estee Lauder (2012-2016), GE (2015)
- *Financial services*: Amex (2014), Bank of America (2014, 2015, 2017), Citi (2016), Commonfund (2016), Credit Union National Association (2013), Goldman Sachs (2013-2017), JP MorganChase (2012-2017), Santander (2016), TransUnion (2017)
- *Government*: House Democratic Caucus Policy Discussion (2016), Points of Light (2013), U.S. Department of State (2013), U.S. Department of Agriculture (2010), U.S. Army, Navy, and Air Force (2007-2009), The World Bank (2013), U.K. Cabinet Office (2013)

### COMMENCEMENT ADDRESSES

- University of Michigan Organizational Studies (April 2008)
- Utah State University (May 2017)
- Wharton Executive MBA (May 2017)
- Wharton Undergraduate (May 2011)

### BOOK TOUR EVENTS

- *Option B* (2017, with Sheryl Sandberg): 92<sup>nd</sup> St. Y with Katie Couric, Chicago Humanities Festival with Melody Hobson, Commonwealth Club with Julie Lythcott-Haims, Duke University with Shane Battier, Harvard Bookstore with Dan Gilbert, Intelligence Squared with Malala Yousafzai, Philadelphia Free Library with Reb Rebele, Seattle Free Library with Cheryl Strayed, Sixth & I with Dan Pink, The Atlantic with David Bradley, The School for the Creative and Performing Arts with Cris Collinsworth

- *Originals* (2016-17): 92<sup>nd</sup> St. Y with Malcolm Gladwell, Butler University, Chicago Union League, Colorado Mountain College, Commonwealth Club with Reid Hoffman, Computer History Museum with Sheryl Sandberg, Family Action Network, Neuhouse with Ed Helms, Seattle Town Hall with Jeff Ashby, Sixth & I with Dan Pink, Soho House, Stanford University, The RSA, University of Michigan
- *Give and Take* (2013-14): 92<sup>nd</sup> St. Y, Action for Happiness, B&N NYC, Book Passage, Chicago Union League, Columbia University, Family Action Network, Georgetown University, Georgia Center for the Book, Kepler's, New York University, Philadelphia Arts & Business Council, Politics & Prose, Princeton University, Seattle Town Hall, Skeptics Society, St. Louis County Library, Stanford University, The RSA, Vroman's, University of Michigan

## UNIVERSITY BROWN BAG PRESENTATIONS

### *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)
- University of Pennsylvania (Positive Psychology Center)

### *2010-2011*

- 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)
- Tel Aviv University (First Annual Organizational Behavior Conference)
- Wayne State University (Center for the Advancement of Research Methods and Analysis)

### *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)

### *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)

*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”

---

## **WORK EXPERIENCE**

---

### **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.

---

## **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 (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)