



Alison Wood Brooks

Harvard Business School
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EDUCATION

- 2013 Ph.D., Operations and Information Management: Decision Processes
Wharton School, University of Pennsylvania, Philadelphia, PA
Dissertation: *Worry at Work: How State Anxiety Influences Negotiations, Advice, Reappraisal, and Performance*
Committee: Professor Maurice Schweitzer (Advisor)
 Professor Adam Galinsky
 Professor Adam Grant
 Professor Katherine Milkman
 Professor Philip Tetlock

- 2008 B.A., Psychology and Finance
Princeton University, Princeton, NJ
Magna cum laude with high honors

HARVARD BUSINESS SCHOOL

Appointment

- 7/1/19 – present O’Brien Associate Professor of Business Administration
- 9/1/16 – present Hellman Faculty Fellow
- 7/1/13 – 6/30/19 Assistant Professor of Business Administration

Harvard Business School Primary Teaching Assignments

- 2020-2025 TALK, MBA Elective Curriculum course, Spring/Fall
- 2016, 2018 FIELD Foundations, MBA Required Curriculum course, Fall
- 2014, 2016 Negotiation, MBA Elective Curriculum course, Spring
- 2014 Micro Topics in Organizational Behavior, doctoral course co-instructor, Fall

Harvard Business School Secondary Teaching Assignments

- 2021-2023 Faculty Co-Chair, Communicating for Impact, executive education program
- 2023 Experimental Methods, doctoral course guest lecturer
- 2023 Grant Thornton International Limited, executive education program
- 2022 Global Colloquium for Experience-Based Learning, executive education program
- 2021 Horizon Enterprise Leadership Development Program, executive education program

2021-2022	Moore Executive Leadership Program, executive education program
2021-2022	Advent Leadership Academy, executive education program
2021-2022	Developing Yourself as a Leader, executive education program
2019	TALK: How to talk gooder in business and life, SIP instructor
2016-2017	Managing Your Career, HBX executive education program
2016	Proseminar on Research in Organizations, doctoral course guest lecturer
2015	Harvard Catalyst Program, executive education program
2014-2017	Changing the Game, executive education program
2014	Global Colloquium for Experience-Based Learning, executive education program
2013, 2015	Behavioral Approaches to Decision Making, doctoral course guest lecturer
2013-2016	Micro Topics in Organizational Behavior, doctoral course guest lecturer

AWARDS AND HONORS

2023	Wyss Award for Excellence in Mentoring Doctoral Students, Harvard Business School
2021	Best 40-under-40 Professors, Poets & Quants
2019	Association for Psychological Science (APS) Rising Star Award
2018	McKinsey Award, Finalist for Best Article in Harvard Business Review, for “The Surprising Power of Questions” (with Leslie K. John)
2018	Robert F. Greenhill Award, Awarded annually for significant contributions to the Harvard Business School community
2016	Hellman Faculty Fellowship, awarded to one junior female faculty member to recognize outstanding research contributions at Harvard Business School
2015-2017	Finalist, Wyss Award for Excellence in Mentoring, Harvard Business School
2013	Outstanding Dissertation Award, International Association for Conflict Management
2010	Best Conference Paper with a Student as First Author, International Association for Conflict Management
2010	Winkelman Fellowship, awarded to one third-year PhD student who has shown the greatest academic job potential across all departments at Wharton
2009-2013	Wharton Risk Center Russell Ackoff Doctoral Student Fellowship Award, awarded to a small number of PhD students across all departments at Wharton
2009	OPIM Scholar Award, awarded to one OPIM PhD student who has made exceptional progress toward the doctoral degree at Wharton
2008	Miller-Schroeder Memorial Thesis Prize, awarded to one graduating senior in the Psychology Department at Princeton University
2008	Sigma Xi Psychology Honor Society, awarded to the top 10% of graduating seniors in the Psychology Department at Princeton University
2006-2008	National Science Foundation Undergraduate Research Grant, Columbia University

PUBLICATIONS

Book(s):

Brooks, Alison Wood (January 2025). “TALK: The Science of Conversation and the Art of Being Ourselves.” Crown.

Journal Articles:

Brooks, A.W. & Yeomans, M. “Boomerasking: Answering your own questions.” (2024). *Journal of Experimental Psychology: General*. [[pdf forthcoming](#)] [[osf](#)]

Collins, Hanne K., Julia Minson, Airella Kristal, and Alison Wood Brooks (2023). “Conveying and detecting listening during live conversation.” *Journal of Experimental Psychology: General*. [[pdf](#)] [[osf](#)]

Yeomans, Michael, Hanne Collins, Nicole Abi-Esber, Katelynn Boland, and Alison Wood Brooks (2023). “A practical guide to conversation research: How to study what people say to each other.” *Advances in Methods and Practices in Psychological Science*, 6(4), 1-38. [[pdf](#)]

Nam, Jimin, Maya Balakrishnan, Julian De Freitas, and Alison Wood Brooks (2023). “Speedy activists: Firm response time to sociopolitical events influences consumer behavior.” *Journal of Consumer Psychology*, 33(4), 632-644. [[link](#)] [[osf](#)]

Collins, Hanne, Serena Hagerty, Michael I. Norton, Jordi Quoidbach, and Alison Wood Brooks (2022). “Relational diversity in social portfolios predicts well-being.” *Proceedings of the National Academy of Sciences*, 119 (43). [[pdf](#)] [[osf](#)]

Yeomans, Michael, Maurice E. Schweitzer, and Alison Wood Brooks (2021). “The Conversational Circumplex: Identifying, prioritizing, and pursuing informational and relational motives in conversation.” *Current Opinion in Psychology*, 44, 293-302. [[pdf](#)]

Fernandes, Catarina, Siyu Yu, Taeya Howell, Gavin Kilduff, Nathaniel Pettit, and Alison Wood Brooks (2021). “Status variance: Higher variance in one’s status across groups improves interpersonal outcomes but harms subjective well-being.” *Organizational Behavior and Human Decision Processes*, 165, 56-75. [[pdf](#)] [[osf](#)]

Yip, Jeremy A., Emma E. Levine, Alison Wood Brooks, Maurice E. Schweitzer (2020). “Worry at work: How organizational culture promotes anxiety.” *Research in Organizational Behavior*, 40, 100-124. [[pdf](#)]

Cooney, Gus, Adam Mastroianni, Nicole Abi-Esber, and Alison Wood Brooks (2020). “The many minds problem: Disclosure in dyadic vs. group conversation.” *Current Opinion in Psychology*, 31, 22-27. [[pdf](#)]

Yeomans, Michael, Alison Wood Brooks, Karen Huang, Francesca Gino, and Julia Minson (2019). “It helps to ask: The cumulative benefits of asking follow-up questions.” *Journal of Personality and Social Psychology*, 117(6), 1139-1144. [[pdf](#)] [[osf](#)]

Blunden, Hayley, Jennifer Logg, Alison Wood Brooks, Leslie John, and Francesca Gino (2019). “Seeker beware: The costs of ignoring advice.” *Organizational Behavior and Human Decision Processes*, 150, 83-100. [[pdf](#)] [[osf](#)]

Brooks, Alison Wood, Karen Huang, Nicole Abi-Esber, Brian Hall, Ryan Buell, and Laura Huang (2019). “Mitigating envy: Why successful individuals should reveal their failures.” *Journal of Experimental Psychology: General*, 148(4), 667-687. [[pdf](#)] [[osf](#)]

Huang, Karen, Michael Yeomans, Alison Wood Brooks, Julia Minson, and Francesca Gino (2017). “It doesn’t hurt to ask: Question-asking increases liking.” *Journal of Personality and Social Psychology*, 113(3), 430-452. [[pdf](#)] [[osf](#)]

Bitterly, T. Bradford, Alison Wood Brooks, and Maurice E. Schweitzer (2017). “Risky business: When humor increases and decreases status.” *Journal of Personality and Social Psychology*, 112 (3), 431-455. [[pdf](#)]

Wolf, Elizabeth Baily, Jooa Julia Lee, Sunita Sah, and Alison Wood Brooks (2016). “Managing perceptions of distress at work: Reframing emotion as passion.” *Organizational Behavior and Human Decision Processes*, 137, 1-12. [[pdf](#)]

Gino, Francesca, Caroline Ashley Wilmuth, and Alison Wood Brooks (2015). “Compared to men, women view professional advancement as equally attainable, but less desirable.” *Proceedings of the National Academy of Sciences*, 112(40), 12354-12359. [[pdf](#)]

Todd, Andrew R., Matthias Forstmann, Pascal Burgmer, Alison Wood Brooks, and Adam D. Galinsky (2015). “Anxious and egocentric: How specific emotions influence perspective taking.” *Journal of Experimental Psychology: General*, 144(2), 374-391. [[pdf](#)]

Brooks, Alison Wood, Francesca Gino, and Maurice E. Schweitzer (2015). “Smart people ask for (my) advice: Seeking advice boosts perceptions of competence.” *Management Science*, 61(6), 1421-1435. [[pdf](#)]

Zhang, Ting, Tami Kim, Alison Wood Brooks, Francesca Gino, and Michael I. Norton (2014). “A ‘present’ for the future: The unexpected value of rediscovery.” *Psychological Science*, 25(10), 1851-1860. [[pdf](#)]

Brooks, Alison Wood, Laura Huang, Sarah W. Kearney, and Fiona E. Murray (2014). “Investors prefer entrepreneurial ventures pitched by attractive men.” *Proceedings of the National Academy of Sciences*, 111(12), 4427-4431. [[pdf](#)]

Brooks, Alison Wood (2014). “Get excited: Reappraising pre-performance anxiety as excitement.” *Journal of Experimental Psychology: General*, 143(3), 1144-1158. [[pdf](#)]

Brooks, Alison Wood, Hengchen Dai, and Maurice E. Schweitzer (2013). “I’m sorry about the rain! Superfluous apologies demonstrate empathic concern and increase trust.” *Social Psychology and Personality Science*, 5(4), 467-474. [[pdf](#)]

Gino, Francesca, Alison Wood Brooks, and Maurice E. Schweitzer (2012). “Anxiety, advice, and the ability to discern: Feeling anxious motivates individuals to seek and use advice.” *Journal of Personality and Social Psychology*, 102 (3), 497-512. [[pdf](#)]

Brooks, Alison Wood and Maurice E. Schweitzer (2011). “Can Nervous Nelly negotiate? How anxiety causes negotiators to make low first offers, exit early, and earn less profit.” *Organizational Behavior and Human Decision Processes*, 115, 43-54. [[pdf](#)]

Haselhuhn, Michael P., Maurice E. Schweitzer, and Alison Wood Brooks (2010). “How implicit beliefs influence trust recovery.” *Psychological Science*, 21(5), 645-648. [[pdf](#)]

Cases, Exercises, and Teaching Notes:

Brooks, Alison Wood “Does It Hurt To Ask?” Harvard Business School teaching note 918-037 (2018) [22p].

Brooks, Alison Wood and Michael I. Norton. “Laughter on Call: Injecting Conversational Levity.” Harvard Business School case N923-045 (2024) [20p].

Brooks, Alison Wood, Michael I. Norton, and Oliver Hauser, “Irrationality in Action,” Harvard Business School exercise and teaching note 924-007 (2023) [23p].

Brooks, Alison Wood, Julian Zlatev, and F. Katelynn Boland. "SIMmersion: Simulating Crucial Conversations," Harvard Business School case 923-040 (2021) [16p].

Brooks, Alison Wood and Julian Zlatev. "SIMmersion: Simulating Crucial Conversations" Harvard Business School teaching note 923-044 (2023) [29p].

Brooks, Alison Wood and Trevor Spelman, "Gong: Resonating Conversational Insights" Harvard Business School case 921-015 (2020) [17p].

Coffman, Katherine B. and Brooks, Alison Wood, "The Boss Has the Wrong Idea," Harvard Business School teaching note 920-053 (2020) [34p].

Brooks, Alison Wood and Katherine B. Coffman, "Harvard Men's Soccer," Harvard Business School case 918-011 (2017) [17p].

Brooks, Alison Wood and Katherine B. Coffman, "Harvard Men's Soccer," Harvard Business School teaching note 918-029 (2018) [13p].

Exley, Christine, Beshears, John, and Alison Wood Brooks, "La Ceiba: Navigating Microfinance and Relationships in Honduras (A)," Harvard Business School case 918-014 (2017) [7p].

Exley, Christine, Beshears, John, and Alison Wood Brooks, "La Ceiba: Navigating Microfinance and Relationships in Honduras (B)," Harvard Business School case 918-015 (2017) [3p].

Exley, Christine, Beshears, John, and Alison Wood Brooks, "La Ceiba: Navigating Microfinance and Relationships in Honduras (A) and (B)," Harvard Business School teaching note 918-016 (2017) [16p].

Business Articles:

Di Stasi, Matteo, Jordi Quoidbach, and Alison Wood Brooks. "The Most Effective Negotiation Tactic, According to AI." *Harvard Business Review*. September 2024.

Brooks, Alison Wood, Jimin Nam, Maya Balakrishnan, and Julian De Freitas. "Speed Matters When Companies Respond to Social Issues." *Harvard Business Review*. July 2024.

Bitterly, T. Bradford and Alison Wood Brooks. "Sarcasm, Self-Deprecation, and Inside Jokes: A User's Guide to Humor at Work." *Harvard Business Review*. July/August 2020.

Brooks, Alison Wood and Leslie K. John. "The Surprising Power of Questions: It Goes Far Beyond Exchanging Information." *Harvard Business Review*. May/June 2018.

Brooks, Alison Wood "Brag Wisely." *Behavioral Scientist*. December 2017.

Brooks, Alison Wood, "Dear Negotiation Coach: In Negotiation, Make 'Em Laugh?" *Program on Negotiation Briefings*. October 2017.

Brooks, Alison Wood. "Cracking a Joke at Work Can Make You Seem More Competent." *Harvard Business Review*. January 2017.

Brooks, Alison Wood Brooks and T. Bradford Bitterly, “Why It Pays Off to Be Funny at Work—Usually.” *Wall Street Journal*. February 2017.

Brooks, Alison Wood, “Dear Negotiation Coach: When should I say ‘thank you?’” *Program on Negotiation Briefings*. November 2016.

Brooks, Alison Wood, “How to Get More Out of Workplace Conversations.” *Wall Street Journal*. October 2016.

Brooks, Alison Wood, “Dear Negotiation Coach: Ask More Questions.” *Program on Negotiation Briefings*. March 2016.

Brooks, Alison Wood. “Emotion and the Art of Negotiation: How to Use Your Feelings to Your Advantage.” *Harvard Business Review*. December 2015.

Schweitzer, Maurice E., Alison Wood Brooks, and Adam D. Galinsky, “The Organizational Apology: A Step-by-Step Guide.” *Harvard Business Review*. September 2015.

Brooks, Alison Wood, “Dear Negotiation Coach: Defusing Negotiation Anxiety.” *Program on Negotiation Briefings*. March 2014.

WORKING PAPERS

Yeomans, Michael and Alison Wood Brooks “Managing topics in conversation.”

Di Stasi, Matteo, Alison Wood Brooks, and Jordi Quoidbach “Asking open-ended questions increases personal gains in negotiations.”

Sezer, O., Prinsloo, E., Brooks, A.W., & Norton, M.I. “Backhanded compliments: How negative comparisons undermine flattery.”

Abi-Esber, N., Mastroianni, A., & Brooks, A.W. “How verbal, nonverbal, and paralinguistic conversational cues inform interpersonal inference in job interviews.”

Abi-Esber, N., Brooks, A.W., & Burris, E. “Feeling seen: How leader eye gaze engenders psychological safety, participation, and voice.”

Abi-Esber, N., Yeomans, M., Berger, J., & Brooks, A.W. “The power of preparation: Brainstorming flexible topics before conversations begin.”

Donnelly, G., Collins, H., & Brooks, A.W. “The language of parole hearings.”

CONFERENCE PRESENTATIONS

“How verbal, nonverbal, and paralinguistic conversational cues shape impressions” with Nicole Abi-Esber and Adam Mastroianni

Society for Judgment and Decision Making, November 2022 (La Jolla)

International Association for Conflict Management, July 2022 (Ottawa)

- “The conversational circumplex” with Michael Yeomans and Maurice E. Schweitzer.
International Association for Conflict Management, July 2022 (Ottawa)
- “Topic Forethought” with Nicole Abi-Esber, Michael Yeomans, Jonah Berger
International Association for Conflict Management, July 2022 (Ottawa)
- “New methods in negotiation and conversation research” with Hanne Collins, Nicole Abi-Esber, Michael Yeomans, and Katelynn Boland
AI and Negotiation, June 2020 (Boston)
Academy of Management, August 2019 (Boston)
Academy of Management, August 2018 (Chicago)
- “The language of parole hearings” with Grant Donnelly
International Association for Conflict Management, July 2019 (Dublin)
- “Why women laugh more than men” with T. Bradford Bitterly, Jennifer Aaker, and Maurice E. Schweitzer
Academy of Management, August 2019 (Boston)
International Association for Conflict Management, July 2019 (Dublin)
Academy of Management, August 2018 (Chicago)
International Association for Conflict Management, July 2018 (Philadelphia)
Boston College Judgment and Decision Making Day, November 2018 (Boston)
- “Topic management in conversation” with Michael Yeomans
International Association for Conflict Management, July 2022 (Ottawa)
Society for Experimental Social Psychology, October 2021 (Santa Barbara)
International Association for Conflict Management, July 2019 (Dublin)
International Association for Conflict Management, July 2018 (Philadelphia)
- “Risky business: When humor increases and decreases status” with T. Bradford Bitterly and Maurice E. Schweitzer
International Association for Conflict Management, June 2017 (Berlin)
Academy of Management, August 2016 (Anaheim)
International Association for Conflict Management, June 2016 (New York)
Academy of Management, August 2015 (Vancouver)
International Association for Conflict Management, June 2015 (Clearwater Beach)
- “Managing perceptions of distress at work: Suppressing or reframing distress as passion” with Elizabeth Baily Wolf, Julia Lee, and Sunita Sah
Academy of Management, August 2017 (Atlanta)
Academy of Management, August 2016 (Anaheim)
International Association for Conflict Management, July 2015 (Clearwater Beach)
- “It doesn’t hurt to ask: Question-asking encourages self-disclosure and increases liking” with Karen Huang, Michael Yeomans, and Julia Minson
Academy of Management, August 2017 (Atlanta)
Academy of Management, August 2016 (Anaheim)
International Association for Conflict Management, June 2016 (New York)
Boston College JDM Conference, April 2016 (Boston)
- “Mitigating envy: Why successful individuals should reveal their failures” with Karen Huang, Ryan W. Buell, Brian Hall, and Laura Huang

Academy of Management, August 2015 (Vancouver)
International Association for Conflict Management, July 2015 (Clearwater Beach)
Society for Affective Science, April 2015 (New York)
Academy of Management, August 2014 (Philadelphia)

“Smart people ask for (my) advice: Seeking advice boosts perceptions of competence” with Francesca Gino and Maurice E. Schweitzer

Academy of Management, August 2015 (Vancouver)
Behavioral Decision Research in Management, July 2014 (London)
International Association for Conflict Management, July 2014 (Leiden)

“Get excited: Reappraising pre-performance anxiety as excitement”

Society for Personality and Social Psychology, January 2016 (San Diego)
Society for Personality and Social Psychology, February 2014 (Austin)
Academy of Management, August 2013 (Orlando)

“I’m sorry about the rain! Superfluous apologies demonstrate empathic concern and increase trust” with Hengchen Dai and Maurice E. Schweitzer

International Association for Conflict Management, June 2013 (Tacoma)
Academy of Management, August 2012 (Boston)

“Don’t stop believing: Coping with anxiety through rituals” with Juliana Schroeder, Jane Risen, Francesca Gino, Adam D. Galinsky, Michael I. Norton, and Maurice E. Schweitzer

Academy of Management, August 2013 (Orlando)
Behavioral Decision Research in Management, June 2012 (Boulder)

“Glad to be mad: When negotiators strategically choose to feel angry” with Simone Moran and Maurice E. Schweitzer

Academy of Management, August 2015 (Vancouver)
Academy of Management, August 2014 (Philadelphia)
Academy of Management, August 2013 (Orlando)
Academy of Management, August 2011 (San Antonio)
International Association for Conflict Management, June 2010 (Boston)

“Can Nervous Nelly negotiate? How anxiety causes negotiators to make low first offers, exit early, and earn less profit” with Maurice E. Schweitzer

Academy of Management, August 2010 (Montreal)
International Association for Conflict Management, June 2010 (Boston)
Society for Judgment and Decision Making, November 2009 (Boston)

“The trust allocator game: Observing the effects of credible signaling on trust dynamics in dyads” with Ryan O. Murphy

Princeton University Psychology Department, May 2008 (Princeton)
Society for Judgment and Decision Making, November 2007 (Long Beach)

INVITED PRESENTATIONS

1/13/2025 The Boston Celtics (Coaches, Staff)
11/14/2023 Program on Negotiation Master Class, “TALK Workshop”
4/24/2023 Harvard Business School, Bridges Program Faculty Address to Graduating MBAs
3/2/2023 University of Virginia, Darden School, “TALK: Speaking and Listening”

10/26/2022 The Boston Celtics (Coaches, Staff)
 10/24/22 HBS MBA admissions faculty presentation to admitted students
 10/21/2022 George Mason University, OB Department, "TALK: The Science of Conversation"
 6/3/2022 HBS MBA Reunions Faculty seminar, "TALK: The Science of Conversation"
 5/6/2022 YPO Manhattan, "Communicating for Impact"
 4/26-27/2022 Harvard Business School, Bridges Program Faculty Address to Graduating MBAs
 10/27/2021 HBS MBA admissions faculty presentation to admitted students
 6/4/2021 UCLA Anderson School of Management, Behavioral Decision Making Group
 5/14/2021 York University Schulich School of Business, Marketing Department, "TALK"
 5/5/2021 Northwestern Kellogg School of Management, "How to TALK gooder"
 5/3/2021 Behavior Change for Good Seminar, "The Science and Serendipity of Conversation"
 4/27/2021 Humor: Serious Business MBA Course, Stanford GSB, "Conversational Levity"
 10/28/2020 HBS MBA admissions faculty presentation to admitted students
 10/6/2020 Lucid Meetings, "Leading inclusive meetings" guest lecture
 7/27/2020 Psych of Tech "How Technology is Changing Human Communication" Tech Talk
 12/20/2019 The Boston Celtics (Coaching Staff and Administration)
 12/6/2019 USC Marshall School of Business Management and Organization Department, "TALK"
 11/13/2019 UNC-Chapel Hill Kenan-Flagler Business School OB Department, "TALK"
 11/6/2019 EY webinar on "Mastering Difficult Conversations"
 10/18/2019 Stanford Meeting Moonshot Summit
 10/7/2019 Wharton School Decision Processes Colloquium, "TALK"
 9/20/2019 Fall 2019 HBS Reunions "Pathbreakers" Symposium
 6/2019 Harvard Business School, Dialogue, "Talking Across Differences" (with Jan Rivkin)
 12/6/2018 Ernst & Young webinar
 11/16/2018 Emory University Goizueta School of Business – OB Department
 11/13/2018 BlackRock, Boston
 11/6/2018 Cornell University – Psychology Department and BEDR Group
 10/30/2018 University California – Berkeley, MORS Department
 6/13/2018 Ernst & Young webinar
 5/17/2018 Ropes & Gray, Boston
 4/25/2018 Harvard Business School, Bridges Program Faculty Address to Graduating MBAs
 11/29/17 QUEST webinar, Boston
 10/17/2017 Columbia Business School, Management Department
 9/27/2017 University of Michigan, Ross School of Business, OB Department
 9/7/2017 Harvard Kennedy School, Women and Public Policy Program
 4/28-29/2017 Harvard Business School, Bridges Program Faculty Address to Graduating MBAs
 12/7/2016 Boston University, Questrom School of Business, Marketing Department
 11/15/2016 Harvard University, Psychology Department
 6/6/2016 Harvard Business School, Behavioral Exchange Conference OB Breakout Session
 4/12/2016 CNA Law Firm, Special Cases Unit, Chicago
 2/20/2016 Harvard Business School Women's Student Association
 12/14/2015 Yale University, School of Management, Women in Management
 10/12/2015 University of Chicago, Booth School, Behavioral Sciences
 10/6/2015 University of Pennsylvania, Wharton School, OID Department
 9/18/2015 Harvard Radcliffe Institute, Women in Biotech Symposium
 11/12/2014 Stanford University, Graduate School of Business, OB Department
 1/6/2013 Harvard Business School, NOM Unit
 1/4/2013 MIT Sloan School of Management, Organizational Studies
 12/10/2012 London Business School, Organisational Behaviour
 12/8/2012 New York University, Stern School of Business, OB Department
 6/10/2012 University of Pennsylvania, Decision Processes Colloquium

PROFESSIONAL SERVICE

- Guest Editor:** Organizational Behavior and Human Decision Processes
Special Issue on “The Psychology of Conversation” (2019-2021)
- Consulting Editor:** Journal of Personality and Social Psychology: Intergroup Relations & Group Processes (2017—2021)
- Editorial Board:** Organizational Behavior and Human Decision Processes (2013—)
Journal of Personality and Social Psychology: Attitudes and Social Cognition (2023—)
- Reviewer:** Academy of Management Journal
Current Directions in Psychological Science
Current Opinion in Psychology
Emotion
Journal of Applied Social Psychology
Journal of Applied Psychology
Journal of Behavioral Decision Making
Journal of Personality and Social Psychology: Intergroup Relations & Group Processes
Journal of Personality and Social Psychology: Attitudes and Social Cognition
Journal of Experimental Psychology: General
Journal of Experimental Social Psychology
Journal of Speech, Language, and Hearing Research
Management Science: Judgment and Decision Making
Management Science: Behavioral Economics
Nature Human Behavior
Organizational Behavior and Human Decision Processes
Organizational Science
Personality and Social Psychology Bulletin
Proceedings of the National Academy of Sciences
Psychological Science
- Service at HBS:** HBS MBA Affordability Project (2022-2023)
HBS Conduct Review Board (2019-2023)
RC Faculty Advisory Committee (2020-2021)
Co-Organizer, “Conversation Day” (with Daniel Gilbert, 2017)
Faculty Presenter, Bridges (2017-present)
Faculty Presenter, Newly Admitted Students (2021-present)
Co-Organizer, Program on Negotiation (PON) Research Lab (with Julia Minson and Jared Curhan, 2015-2019)
Faculty Advisor, NERD Lab (2014—)
Member, NOM Unit Faculty Recruiting Committee (2013-2020)
Contributor, HBS Micro OB doctoral admissions (2014—)
Contributor, HBS Marketing doctoral admissions (2014—)
Member, Faculty Commons Redesign Committee (2014)
Member, Behavioral Insights Group (2013—)

OTHER WORK EXPERIENCE

- 2013-2015 Founder, ChatPlat Research Software, www.chatplat.com
Partnered with Eagledream Technologies Inc. to develop ChatPlat (short for chat platform), a software application that provides a user-friendly interface to capture text-based human interaction. ChatPlat enables researchers to design, customize, administer, download, and analyze interactive, synchronous conversation data. Chatplat has been cited in at least twenty published academic journal articles.
- 2005-2007 Summer Research Associate, Columbia University Center for Decision Sciences, New York, NY
Funded by National Science Foundation Research Experience for Undergraduates
- 2004-2005 Research Associate, Caliper Corporation, Princeton, NJ
Human Capital Management and Consulting

SELECTED MEDIA COVERAGE

News Coverage: *Allure Magazine, The Atlantic, The Behavioral Scientist, Bloomberg Businessweek, The Boston Globe, The Boston Herald, Business Insider, Business Week, CNBC, Entrepreneur.com, Fast Company, GQ Magazine, Harvard Business Review, Harvard Magazine, Harvard Business School Working Knowledge, The Huffington Post, Inc. Magazine, Men's Health, National Public Radio, Negotiation Briefings, The New York Times, The New York Times Well Newsletter, New York Magazine, Psychology Today, Scientific American, Slate Magazine, The Wall Street Journal, World Economic Forum, USA Today, U.S. News & World Report.*

Podcast Features: *Hidden Brain, Against the Rules with Michael Lewis, The Conversation with Clinton Padgett, Squeezing the Orange, HBR IdeaCast, HBS Cold Call, Choiceology with Katy Milkman, Think Fast / Talk Smart with Matt Abrahams, Freakonomics with Stephen Dubner, Liftoff: The Art & Science of Conversation with Ilana Gilovich, WhatsJust Presents Critical Conversations with Dr. Abigail Henson, New Rules for Work Labs, and more.*