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### ACADEMIC POSITIONS HELD

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- 2010 - present*      **HARVARD UNIVERSITY** (Boston, MA)  
Tandon Family Professor of Business Administration (2014-present)  
Associate Professor of Business Administration (2010-2014)  
Negotiation, Organizations & Markets Unit, Harvard Business School
- May – Sept 2012*      **LONDON BUSINESS SCHOOL** (London, UK)  
Visiting Professor, Organizational Behavior Area
- 2008 - 2010*      **UNIVERSITY OF NORTH CAROLINA** (Chapel Hill, NC)  
Assistant Professor of Organizational Behavior, Kenan-Flagler Business School  
Willard J. Graham Fellow (2009-2010), Kenan-Flagler Business School
- 2006 - 2008*      **CARNEGIE MELLON UNIVERSITY** (Pittsburgh, PA)  
Visiting Assistant Professor of Organizational Behavior (2007-2008) and Post-Doctoral  
Fellow in Organizational Behavior (2006-2007), Tepper School of Business
- 2004 - 2006*      **HARVARD UNIVERSITY** (Boston, MA)  
Post-Doctoral Fellow, Senior Researcher and Lecturer, Harvard Business School

### EDUCATION

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- 2015*      **HARVARD UNIVERSITY** (Boston, MA)  
Masters of Arts (Honorary)
- 2001- 2004*      **SANT'ANNA SCHOOL OF ADVANCED STUDIES** (Pisa, Italy)  
Ph.D. in Economics and Management, September 2004  
M.S. in Economics and Management, September 2002
- 2002 - 2004*      **HARVARD UNIVERSITY** (Boston, MA)  
Visiting fellow
- 1997 - 2001*      **UNIVERSITY OF TRENTO** (Trento, Italy)  
B.A. in Business Economics, *Magna Cum Laude*, July 2001

### JOURNAL PUBLICATIONS (in reverse chronological order)

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1. Green, P., Finkel, E., Fitzsimons, & **Gino, F.** (2018). The energizing nature of work engagement: Toward a new need-based theory of work motivation. *Research in Organizational Behavior*. In press.

2. Tian, D. A., Schroeder, J., Haubl, G., Risen, J., Norton, M. I., & **Gino, F.** (2018). Enacting rituals to improve self-control. *Journal of Personality and Social Psychology*. Conditionally accepted.
3. Zhang, T., **Gino, F.**, & Margolis, J. (2018). Does “could” lead to good? On the road to moral insight. *Academy of Management Journal*. In press.
4. Lu, J. G., Lee, J. J., **Gino, F.**, & Galinsky, A. D. (2017). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *Psychological Science*. In press.
5. Derfler-Rozin, R., Baker, B., & **Gino, F.** (2017). Compromised ethics in hiring processes? How referrers’ power affect employees’ reactions to referral practices. *Academy of Management Journal*. In press.
6. Sezer, O., **Gino, F.**, & Norton, M. (2017). Humblebragging: A distinct – and ineffective – presentation strategy. *Journal of Personality and Social Psychology*. In press.
7. Hobson, N., **Gino, F.**, Norton, M., & Inzlicht, M. (2017). When novel rituals impact intergroup bias: Evidence from economic games and neurophysiology. *Psychological Science*. In press.
8. Consiglio, I., Kupor, D., **Gino, F.**, & Norton, M. I. (2017). Brand (in)fidelity: When flirting with the competition strengthens brand relationships. *Journal of Consumer Psychology*. In press.
9. Lees, J., & **Gino, F.** (2017). Is the moral domain unique? A social influence perspective for the study of moral cognition. *Social and Personality Psychology Compass*. e12327.
10. Wiltermuth, S., Vincent, L., & **Gino, F.** (2017). Creativity in unethical behavior attenuates condemnation and breeds social contagion: When transgressions seem to create little harm. *Organizational Behavior and Human Decision Processes*, 139, 106-126.
11. Stone, J., Aveling, E., Frean, M., Shields, M., Wright, C., **Gino, F.**, Sundt, T., Singer, S. J. (2017). Effective leadership of surgical teams: A mixed methods study of surgeon behaviors and functions. *The Annals of Thoracic Surgery*. In press.
12. Huang, K., Yeomans, M., Brooks, A. W., Minson, J., & **Gino, F.** (2017). It doesn’t hurt to ask: Question-asking increases liking. *Journal of Personality and Social Psychology*. In press.
13. Rogers, T., Zeckhauser, R., **Gino, F.**, Norton, M., & Schweitzer, M. (2017). Artful paltering: The risks and rewards of using truthful statements to mislead others. *Journal of Personality and Social Psychology*, 112(3), 456-473.
14. Lu, J., Galinsky, A., Maddux, W., Chakroff, A., Quoidbach, J., & **Gino, F.** (2017). The dark side of going abroad: How broad foreign experiences increase immoral behavior. *Journal of Personality and Social Psychology*, 112(1), 1-16.
15. Bellezza, S., Ackerman, J. M., & **Gino, F.** (2017). “Be careless with that!” Availability of product upgrades increases cavalier behavior toward possessions. *Journal of Marketing Research*. In press.
16. Staats, B. R., KC, D. S., **Gino, F.** (2017). Maintaining beliefs in the face of negative news: The moderating role of experience. *Management Science*. In press.

17. Zhang, T., **Gino, F.**, & Norton, M. (2017). The surprising effectiveness of the hostile mediator. *Management Science*, 63(6), 1972-1992.
18. Kouchaki, M., & **Gino, F.** (2016). Memories of unethical actions become obfuscated over time. *Proceedings of the National Academy of Sciences*, 113(22), 6166-6171.
19. Henrik, S. H., **Gino, F.**, & Piovesan, M. (2016). Cognitive fatigue influences students' performance on standardized tests. *Proceedings of the National Academy of Sciences*, 113(10), 2621-2624.
20. Sezer, O., Norton, M. I., **Gino, F.**, & Vohs, K. D. (2016). Family rituals improve the holidays. *Journal of the Association for Consumer Research*. In press.
21. Brooks, A.W., Schroeder, J., Risen, J., **Gino, F.**, Galinsky, A., Norton, M. I., & Schweitzer, M. (2016). Don't stop believing: Rituals improve performance by decreasing anxiety. *Organizational Behavior and Human Decision Processes*, 137, 71-85.
22. **Gino, F.**, Norton, M. I., & Weber, R. A. (2016). Motivated Bayesians: Feeling moral while acting egoistically. *Journal of Economic Perspectives*, 30(3), 189-212.
23. Sezer, O., Zhang, T., **Gino, F.**, & Bazerman, M. (2016). Overcoming the outcome bias: making intentions matter. *Organizational Behavior and Human Decision Processes*, 137, 13-26.
24. Hildreth, J. A. D., **Gino, F.**, & Bazerman, M. (2016). Blind loyalty? How group loyalty makes us see evil or engage in it. *Organizational Behavior and Human Decision Processes*, 132, 16-36.
25. **Gino, F.**, Wilmuth, C., & Brooks, A. W. (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.
26. **Gino, F.**, Kouchaki, M., & Galinsky, A. D. (2015). The moral virtue of authenticity: How inauthenticity produces feelings of immorality and impurity. *Psychological Science*, 26(7), 983-996.
27. Chance, Z., **Gino, F.**, Norton, M. I., & Ariely, D. (2015). The slow decay and quick revival of self-deception. *Frontiers in Psychology*, 6 (Art 1075), 1-6.
28. Lee, J. J., **Gino, F.**, Shu Jin, E., Rice, L. K., & Josephs, R. A. (2015). Hormones and ethics: Understanding the biological basis of unethical conduct. *Journal of Experimental Psychology: General*, 144(5), 891-897.
29. Cavanaugh, L. A., **Gino, F.**, & Fitzsimons, G. J. (2015). When doing good is bad in gift-giving: Mispredicting appreciation of socially-responsible gifts. *Organizational Behavior and Human Decision Processes*, 131, 178-189.
30. Huang, L., **Gino, F.**, & Galinsky, A. D. (2015). The highest form of intelligence: Sarcasm increases creativity through abstract thinking for both expressers and recipients. *Organizational Behavior and Human Decision Processes*, 131, 162-177.
31. Zhang, T., Fletcher, P. O., **Gino, F.**, & Bazerman, M. (2015). Reducing bounded ethicality: How to help individuals notice and avoid unethical behavior. *Organizational Dynamics*, 44, 310-317.
32. **Gino, F.** (2015). Understanding ordinary unethical behavior: Why people who value morality act immorally. *Current Opinion in Behavioral Sciences*, 3, 107-111.

33. Sezer, O., **Gino, F.**, & Bazerman, M. H. (2015). Ethical blind spots: Explaining unintentional unethical behavior. *Current Opinion in Psychology*, 6, 77-81.
34. Ayal, S., **Gino, F.**, Barkan, R., & Ariely, D. (2015). Three principles to REVISE people's unethical behavior. *Perspectives on Psychological Science*, 10(6), 738-741.
35. Kouchaki, M., & **Gino, F.** (2015). Dirty deeds unwanted: The use of biased memory processes in the context of ethics. *Current Opinion in Psychology*, 6, 82-88.
36. Moore, C., & **Gino F.** (2015). Approach, Ability, Aftermath: A Psychological Framework of Unethical Behavior at Work. *Academy of Management Annals*, 9, 235-289.
37. Lee, J. J., & **Gino, F.** (2015). Poker-faced morality: Concealing emotions leads to utilitarian decision making. *Organizational Behavior and Human Decision Processes*, 126, 49-64.
38. Blake, P. R., Piovesan, M., Montinari, N., Werneken, F., & **Gino, F.** (2015). Prosocial norms in the classroom: The role of self-regulation in following norms of giving. *Journal of Economic Behavior & Organization*, Special Issue on the behavioral economics of education, 115(issue C), 18-29.
39. Brooks, A. W., **Gino, F.**, & Schweitzer, M. (2015). Smart people ask for (my) advice: Seeking advice boosts perceptions of competence. *Management Science*, 61(6), 1421-1435.
40. Shalvi, S., **Gino, F.**, Barkan, R., & Ayal, S. (2015). Self-serving justifications: Doing wrong and feeling moral. *Current Directions in Psychological Science*, 24(2), 125-130.
41. Zhang, T., **Gino, F.**, & Bazerman, M. H. (2014). Morality rebooted: Exploring simple fixes to our moral bugs. *Research in Organizational Behavior*, Volume 34, 63-79.
42. Kouchaki, M., Oveis, C., & **Gino, F.** (2014). Guilt enhances the sense of control and drives risky judgments. *Journal of Experimental Psychology: General*, 143(6), 2103-2110.
43. Casciaro, T., **Gino, F.**, & Kouchaki, M. (2014). The contaminating effects of building instrumental links: How networking can make us feel dirty. *Administrative Science Quarterly*, 59(4), 705-735.  
This paper won the *AOM OB Division's Outstanding Publication Award*, for the best paper published during 2014, August 2015.
44. Zhang, T., Tami, K., Brooks, A., **Gino, F.**, & Norton, M. (2014). A "present" for the future: The unexpected value of rediscovery. *Psychological Science*, 25(10), 1851-1860.
45. **Gino, F.** & Wiltermuth, S. (2014). Evil genius? How dishonesty can lead to greater creativity. *Psychological Science*, 25(4), 973-981.
46. Lee, J. J., **Gino, F.**, & Staats, B. (2014). Rainmakers: Why bad weather means good productivity. *Journal of Applied Psychology*, 99(3), 504-513.
47. Bellezza, S., **Gino, F.**, & Keinan, A. (2014). The Red Sneakers effect: Inferring status and competence from signals of nonconformity. *Journal of Consumer Research*, 41(1), 35-54.
48. Kouchaki, M., **Gino, F.**, & Jami, A. (2014). The burden of guilt: Heavy backpacks, light snacks, and enhanced morality. *Journal of Experimental Psychology: General*, 143(1), 414-424.

49. Norton, M., & **Gino, F.** (2014). Rituals alleviate grieving for loved ones, lovers, and lotteries. *Journal of Experimental Psychology: General*, 143(1), 266-272.
50. Shaw, A., Montinari, N., Piovesan, M., Olson, K. R., **Gino, F.**, & Norton, M. I. (2014). Children develop a veil of fairness. *Journal of Experimental Psychology: General*, 143(1), 363-375.
51. **Gino, F.**, & Mogilner, C. (2014). Time, money, and morality. *Psychological Science*, 25(2), 414-421.
52. Bazerman, M. H., **Gino, F.**, Shu, L. L., & Tsay, C. (2013). The power of the cognition/emotion distinction for morality. *Emotion Review*, 6(1), 87-88.
53. Ruedy, N. E., Moore, C., **Gino, F.**, & Schweitzer, M. (2013). The cheater's high: The unexpected affective benefits of unethical behavior. *Journal of Personality and Social Psychology*, 105(4), 531-548.
54. Swift, S. A., Moore, D. A., Sharek, Z., & **Gino, F.** (2013). Inflated applicants: Attribution errors in performance evaluation by professionals. *PLoS ONE*, 8(7), e69258.
55. Vohs, K., Wang, Y., **Gino, F.**, & Norton, M. (2013). Rituals enhance consumption. *Psychological Science*, 24(9), 1714-1721.
56. Cable, D. M., **Gino, F.**, & Staats, B. (2013). Breaking them in or eliciting their best? Reframing socialization around newcomers' authentic self-expression. *Administrative Science Quarterly*, 58(1), 1-36.  
This paper won the *AOM OB Division's Outstanding Publication Award*, for the best paper published during 2013, August 2014. It was also a finalist for the 2014 *Human Resource Division's Scholarly Achievement Award* in the Human Resource Division at the Academy of Management, August 2014.
57. **Gino, F.**, Krupka, E., & Weber, R. (2013). License to cheat: Voluntary regulation and ethical behavior. *Management Science*, 59(10), 2187-2203.
58. **Gino, F.**, Ayal, S., & Ariely, D. (2013). Self-serving altruism? The lure of unethical actions that benefit others. *Journal of Economic Behavior and Organization*. Special Issue on "Deception, Incentives and Behavior," 93, 285-292.  
This paper won the [Emerald Citations of Excellence award](#) for 2016.
59. Moore, C., & **Gino, F.** (2013). Ethically adrift: How others pull our moral compass from true north, and how we can fix it. *Research in Organizational Behavior*, 33, 53-77.
60. Wiltermuth, S., & **Gino, F.** (2013). "I'll have one of each": How separating rewards into (meaningless) categories increases motivation. *Journal of Personality and Social Psychology*, 104(1), 1-13.
61. KC, D., Staats, B., & **Gino, F.** (2013). Learning from my successes and from others' failures: Evidence from minimally invasive cardiac surgery. *Management Science*, 59(11), 2435-2449.
62. Tost, L. P., **Gino, F.**, & Larrick, R. (2013). When power makes others speechless: The negative impact of leader power on team performance. *Academy of Management Journal*, 56(5), 1465-1486.
63. Simonsohn, U., & **Gino, F.** (2013). Daily Horizons: Evidence of narrow bracketing in judgments from 9000 MBA admission interviews. *Psychological Science*, 24(2), 219-224.

64. Shu, L., Mazar, N., **Gino, F.**, Ariely, D. & Bazerman, M. (2012). Signing at the beginning makes ethics salient and decreases dishonest self-reports in comparison to signing at the end. *Proceedings of the National Academy of Sciences*, 109(38), 15197-15200.  
This paper received *Honorable Mention* for the 2013 Robert B. Cialdini Award, Society for Personality and Social Psychology (SPSP).
65. **Gino, F.**, & Galinsky, A. (2012). Vicarious dishonesty: When psychological closeness creates distance from one's moral compass. *Organizational Behavior and Human Decision Processes*, 119(1), 15-26.
66. Shu, L., & **Gino, F.** (2012). Sweeping dishonesty under the rug: How unethical actions lead to forgetting of moral rules. *Journal of Personality and Social Psychology*, 102(6), 1164-1177.
67. **Gino, F.** & Desai, S. (2012). Memory lane and morality: How childhood memories promote prosocial behavior. *Journal of Personality and Social Psychology*, 102(4), 743-758.
68. **Gino, F.**, & Ariely, D. (2012). The dark side of creativity: Original thinkers can be more dishonest. *Journal of Personality and Social Psychology*, 102(3), 445-459.
69. Barkan, R., Ayal, S., **Gino, F.**, & Ariely, D. (2012). The pot calling the kettle black: Distancing response to ethical dissonance. *Journal of Experimental Psychology: General*, 141(4), 757-773.
70. **Gino, F.**, Wood, A., & Schweitzer, M. (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.
71. Staats, B., & **Gino, F.** (2012). Specialization and variety in repetitive tasks: Evidence from a Japanese bank. *Management Science*, 58(6), 1141-1159.
72. Gardner, H., **Gino, F.** & Staats, B. (2012). Dynamically integrating knowledge in teams: A resource-based view of team performance. *Academy of Management Journal*, 55(4), 998-1022.
73. Tost, L. P., **Gino, F.**, & Larrick, R. (2012). Power, competitiveness and advice taking: Why the powerful don't listen. *Organizational Behavior and Human Decision Processes*, 117(1), 53-65.
74. Larkin, I., Pierce, L., & **Gino, F.** (2012). The psychological costs of pay-for-performance: Implications for the strategic compensation of employees. *Strategic Management Journal*, 33(10), 1194-1214.
75. Malhotra, D. & **Gino, F.** (2011). The pursuit of power corrupts: How investing in outside options motivates opportunism in relationships. *Administrative Science Quarterly*. Special Issue on "Social Psychological Perspectives on Power and Hierarchy," 56(4), 559-592.
76. Miron-Spektor, E., **Gino, F.**, & Argote, L. (2011). Paradoxical frames and creative sparks: Enhancing individual creativity through conflict and integration. *Organizational Behavior and Human Decision Processes*, 116(2), 229-240.  
A short version of this paper was published in the *Academy of Management Best Paper Proceedings*, August 2008.
77. **Gino, F.**, & Flynn, F. (2011). Give them what they want: The benefits of explicitness in gift exchange. *Journal of Experimental Social Psychology*, 47(5), 915-922.

78. **Gino, F.**, Schweitzer, M., Mead, N., & Ariely, D. (2011). Unable to resist temptation: How self-control depletion promotes unethical behavior. *Organizational Behavior and Human Decision Processes*, 115(2), 191-203.
79. **Gino, F.**, & Margolis, J. (2011). Bringing ethics into focus: How regulatory focus and risk preferences influence (un)ethical behavior. *Organizational Behavior and Human Decision Processes*, 115(2), 145-156.
80. Chance, Z., Norton, M., **Gino, F.**, & Ariely, D. (2011). Temporal view of the costs and benefits of self-deception. *Proceedings of the National Academy of Sciences*, 108(3), 15655-15659.
81. Caruso, E. M., & **Gino, F.** (2011). Blind ethics: Closing one's eyes polarizes moral judgments and discourages dishonest behavior. *Cognition*, 118(2), 280-285.
82. **Gino, F.**, Sharek, Z., & Moore, D. A. (2011). Keeping the illusion of control under control: Ceilings, floors, and imperfect calibration. *Organizational Behavior and Human Decision Processes*, 114(2), 104-114.  
An extended abstract of this paper was published in the *Advances in Consumer Research*, 2008.
83. Shu, L., **Gino, F.**, & Bazerman, M. (2011). Dishonest deed, clear conscience: When cheating leads to moral disengagement and motivated forgetting. *Personality and Social Psychology Bulletin*, 37(3), 330-349.
84. Grant, A., **Gino, F.**, & Hofmann, D. (2011). Reversing the extraverted leadership advantage: The role of collective employee proactivity. *Academy of Management Journal*, 54(3), 528-550.
85. Bazerman, M. H., **Gino, F.**, Shu, L. L., & Tsay, C. (2011). Joint evaluation as a real world tool for managing emotional assessment of morality. *Emotion Review*, 3(3), 290-292. Special Issue on "Morality and emotion."
86. **Gino, F.**, Argote, L., Miron-Spektor, E., & Todorova, G. (2010). First, get your feet wet. The effects of learning from direct and indirect experience on team creativity. *Organizational Behavior and Human Decision Processes*, 111(2), 102-115.
87. **Gino, F.**, Shu, L. L., & Bazerman, M. H. (2010). Nameless + Harmless = Blameless: When seemingly irrelevant factors influence judgment of (un)ethical behavior. *Organizational Behavior and Human Decision Processes*, 111(2), 93-101.
88. Moore, D. A., Swift, S. A., Sharek, Z. & **Gino, F.** (2010). Correspondence bias in performance evaluation: Why grade inflation works. *Personality and Social Psychology Bulletin*, 36(6), 843-852.
89. **Gino, F.**, Norton, M., & Ariely, D. (2010). The counterfeit self: The deceptive costs of faking it. *Psychological Science*, 21(5), 712-720.
90. **Gino, F.**, & Pierce, L. (2010). Lying to level the playing field: Why people may dishonestly help or hurt others to create equity. *Journal of Business Ethics*, 95(1), 89-103. Special Issue on "Regulating ethical failures: Insights from Psychology."
91. Grant, A. & **Gino, F.** (2010). A little thanks goes a long way: Explaining why gratitude expressions motivate prosocial behavior. *Journal of Personality and Social Psychology*, 98(6), 946-955.

92. **Gino, F.** & Pierce, L. (2010). Robin Hood under the hood: Wealth-based discrimination in illicit customer help. *Organization Science*, 21(6), 1176-1194.  
This paper was a finalist for the *Outstanding Publication in Organizational Behavior Award* in the Organizational Behavior Division at the Academy of Management, August 2011.
93. Zhong, C. B., Bohns, V. K., & **Gino, F.** (2010). A good lamp is the best police: Darkness increases self-interested behavior and dishonesty. *Psychological Science*, 21(3), 311-314.
94. **Gino, F.**, Gu, J., & Zhong, C. B. (2009). Contagion or restitution? When bad apples can motivate ethical behavior. *Journal of Experimental Social Psychology*, 45(6), 1299-1302.
95. **Gino, F.** & Pierce, L. (2009). Dishonesty in the name of equity. *Psychological Science*, 20(9), 1153-1160.
96. **Gino, F.** & Bazerman, M. H. (2009). When misconduct goes unnoticed: The acceptability of gradual erosion in others' unethical behavior. *Journal of Experimental Social Psychology*, 45(4), 708-719.
97. **Gino, F.** & Pierce, L. (2009). The abundance effect: Unethical behavior in the presence of wealth. *Organizational Behavior and Human Decision Processes*, 109(2), 142-155.
98. Mead, N., Baumeister, R. F., **Gino, F.**, Schweitzer, M., & Ariely, D., (2009). Too tired to tell the truth: Self-control resource depletion and dishonesty. *Journal of Experimental Social Psychology*, 45(3), 594-597.
99. **Gino, F.**, Ayal, S., & Ariely, D. (2009). Contagion and differentiation in unethical behavior: The effect of one bad apple on the barrel. *Psychological Science*, 20(3), 393-398.
100. **Gino, F.**, Shang, J., & Croson, R. C. (2009). The impact of information from similar or different advisors on judgment. *Organizational Behavior and Human Decision Processes*, 108(2), 287-302.
101. **Gino, F.**, & Schweitzer, M. (2008). Blinded by anger or feeling the love: How emotions influence advice taking. *Journal of Applied Psychology*, 93(5), 1165-1173.  
This paper won the *Best Paper Award* in the Conflict Management Division at the Academy of Management, August 2008. A short version of this paper was published in the Academy of Management Best Paper Proceedings, August 2008.
102. **Gino, F.** (2008). Do we listen to advice just because we paid for it? The impact of advice cost on its use. *Organizational Behavior and Human Decision Processes*, 107(2), 234-245.
103. **Gino, F.**, & Pisano, G. (2008). Toward a theory of behavioral operations. *Manufacturing and Service Operations Management*, 10(4), 676-691.
104. **Gino, F.**, & Moore, D. A. (2008b). Using final deadlines strategically in negotiation. *Negotiation & Conflict Management Research*, 1(4), 371-389.
105. **Gino, F.**, & Moore, D. A. (2008a). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. *Negotiation & Conflict Management Research*, 1(1), 77-96.
106. **Gino, F.**, & Moore, D. A. (2007). Effects of task difficulty on use of advice. *Journal of Behavioral Decision Making*, 20(1), 21-35.



**BUSINESS ARTICLES**

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107. **Gino, F.**, Staats, B., & Jachimowicz, J. M., Lee, J. J., Menges, J. I. (2017). Reclaim your commute. Getting to and from work doesn't have to be soul crushing. *Harvard Business Review*, May-June Issue, 149-153.
108. **Gino, F.** (2016). Let your workers rebel. *Harvard Business Review*, The Big Idea, October. Available at [hbr.org/rebel](http://hbr.org/rebel)  
This article was reprinted in the curated book *HBR's 10 Must Reads 2018*.
109. Casciaro, T., **Gino, F.**, & Kouchaki, M. (2016). Learn to love networking. Even people who find it repugnant can do it effectively. *Harvard Business Review*, May Issue, 94, 104-107.
110. **Gino, F.**, & Staats, B. (2015). Why organizations don't learn: Our traditional obsessions –success, taking action, fitting in, and relying on experts– undermine continuous improvement. *Harvard Business Review*, November Issue, 110-118.  
This article won the *2015 Warren Bennis Prize*. The prize honors Warren's extraordinary legacy by recognizing the best HBR article on leadership of the year.
111. Beshears, J., & **Gino, F.** (2015). Leaders as decision architects: Structure your organization's work to encourage wise choices. *Harvard Business Review*, May Issue, 52-62.
112. Bellezza, S., **Gino, F.**, & Keinan, A. (2014). The surprising benefits of nonconformity. *MIT Sloan Management Review*, Spring Issue, 10-11.
113. **Gino, F.** (2013). Why our decisions get derailed and how to get back on track. *European Business Review*, March-April, 60-62.
114. Cable, D., **Gino, F.**, & Staats, B. (2013). Reinventing the onboarding process. *MIT Sloan Management Review*, Spring Issue, 23-28.
115. **Gino, F.** (2013). Fighting a government threat. *Harvard Business Review*, March, 123-125.
116. **Gino, F.**, & Staats, B. (2012). The microwork solution: A new approach to outsourcing can support economic development—and add to your bottom line. *Harvard Business Review*, December, 92-96.
117. **Gino, F.** (2011). In hiring and promoting, look beyond results. *Wall Street Journal*, October 24, R7.
118. **Gino, F.**, & Pisano, G. (2011). Why leaders don't learn from success. *Harvard Business Review*, April, 68-74.
119. Grant, A., **Gino, F.**, & Hofmann, D. (2011). Stop stealing the spotlight: The perils of extraverted leadership. *European Business Review*, May-June, 29-31.
120. Grant, A., **Gino, F.**, & Hofmann, D. (2010). The hidden advantages of quiet bosses. *Harvard Business Review*, December, 28.
121. Garvin, D., Edmondson, A., & **Gino, F.** (2008). Is yours a learning organization? *Harvard Business Review*, March, 109-116.
122. **Gino, F.** (2006). Let me give you some advice. Forethought. *Harvard Business Review*, March.

**BOOKS**

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123. **Gino, F.** (2018). *Rebel Talent: Why it pays to break the rules at work and in life*. Dey Street Books, HarperCollins Publishers, New York, NY.
124. **Gino, F.** (2013). *Sidetracked: Why our decisions get derailed and how we can stick to the plan*. Harvard Business Review Press, Boston, MA.  
This book was a finalist for the 2014 George R. Terry Book Award at the Academy of Management, August 2014.
125. Gaio, L., **Gino, F.**, & Zaninotto, E. (2002). *Production systems. Handbook of operations management* (in Italian), Roma, Carocci.

**CHAPTERS IN EDITED BOOKS**

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126. Lee, J. J., & **Gino, F.** (2017). In search of moral equilibrium: Person, situation, and their interplay in behavioral ethics. In K. Gray & J. Graham (Eds.), *The Atlas of Moral Psychology: Mapping Good and Evil in the Mind*, New York: Guilford Press.
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## CASES AND TEACHING NOTES

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**Gino, F.**, Staats, B. & Green, P., Jr. “Reinventing Performance Management at Deloitte (A) & (B).” Harvard Business School Case 918-020 & 918-021. [2017]

**Gino, F.**, Staats, B. & Green, P., Jr. “Reinventing Performance Management at Deloitte.” Harvard Business School Teaching Note 917-022. [2017]

**Gino, F.**, DeCelles, K. & Hull, O. “Mac’s Convenience Stores (A) & (B).” Harvard Business School Case 918-001 & 918-002. [2017]

**Gino, F.**, & Green, P., Jr. “Webasto Roof Systems Americas: Leadership Through Change (A) & (B).” Harvard Business School Case 917-015 & 917-016. [2017]

**Gino, F.**, & Green, P., Jr. “Webasto Roof Systems Americas: Leadership Through Change.” Harvard Business School Teaching Note 917-017. [2017]

Pisano, G., **Gino, F.**, & Staats, B. “Pal’s Sudden Service - Scaling an Organizational Model to Drive Growth” [916-052], Harvard Business School Cases. [2016]

Wasynczuk, A., **Gino, F.**, & Huang, K. “Honoring the Contract - Role for Quantron.” [916-035] & “Honoring the Contract - Role for YOUReka.” [816-036], Harvard Business School Cases. [2016]

Beshears, J., **Gino, F.**, Lee, J., & Wang, S. “T-Mobile in 2013: The Un-Carrier.” Harvard Business School Case 916-043. [2016]

Beshears, J., **Gino, F.**, Lee, J., & Wang, S. “T-Mobile in 2013: The Un-Carrier.” Harvard Business School Teaching Note 916-048. [2016]

Brooks, A. W., **Gino, F.**, Lee, J. A., & Staats, B. “Advika Consulting Services: Challenges and Opportunities in Managing Human Capital” Harvard Business School Case 916-033. [2016]

**Gino, F.**, Green, P., Jr., & Staats, B. “Scaling Well by Doing Good: Motivating Talent at b.good” Harvard Business School Case 916-031. [2016]

**Gino, F.**, & Staats, B. “Mary-Caroline Tillman at Egon Zehnder: Spotting Talent in the 21<sup>st</sup> Century” Harvard Business School Case 416-017. [2015]

Bernstein, E., **Gino, F.**, & Staats, B. “Opening the Valve: From Software to Hardware (A) & (B).” Harvard Business School Case 415-015 & 415-016. [2014]

Bernstein, E., **Gino, F.**, & Staats, B. “Opening the Valve: From Software to Hardware.” Harvard Business School Teaching Note 417-060. [2017]

**Gino, F., & Staats, B.** “The Morning Star Company: Self-Management at Work” Harvard Business School Case 9-913-059. [2013; revised 2016]

**Gino, F., & Staats, B.** “Samasource: Give Work, Not Aid” Harvard Business School Case 9-912-011. [2011]

**Gino, F., & Staats, B.** “Samasource: Give Work, Not Aid” Harvard Business School Teaching Note 5-912-012. [2012]

**Gino, F., Dessain, V., Misztal, K., & Khayyat, M.** “Poles Apart on PZU (A), (B) & (C)” Harvard Business School Case 9-912-013, 9-912-014 & 9-912-015. [2012]

**Gino, F.** “Poles Apart on PZU (A), (B) and (C) TN.” Harvard Business School Teaching Note 5-912-016. [2013]

**Gino, F., Toffel, M. W., & Van Sice, S.** “Fiji versus FIJI: Negotiating Over Water” Harvard Business School Case 9-912-030. [2012]

**Gino, F., & Toffel, M. W.** “Fiji versus FIJI: Negotiating Over Water” Harvard Business School Teaching Note 5-912-031. [2012]

**Gino, F., Toffel, M. W., & Van Sice, S.** “Fiji Water: Carbon Negative?” Harvard Business School Case 9-611-049. [2011]

**Gino, F., & Toffel, M. W.** “Fiji Water” Harvard Business School Teaching Note 9-611-050. [2011]

Gavetti, G. & **Gino, F.** “The Future of BioPasteur.” Harvard Business School Exercise 711-508. [2011]

Gavetti, G. & **Gino, F.** “The Future of BioPasteur - Supplement.” Harvard Business School Supplement 711-509. [2011]

Gavetti, G. & **Gino, F.** “BioPasteur: Instructions for the Group Discussion.” Harvard Business School Supplement 711-510. [2011]

**Gino, F., & Pisano, G.** “Ducati Corse: The Making of a Grand Prix Motorcycle.” Harvard Business School Case 605-090. [2005]

**Gino, F., & Pisano, G.** “Ducati Corse: The Making of a Grand Prix Motorcycle TN.” Harvard Business School Teaching Note 606-141. [2006]

**Gino, F., & McAfee, A. P.** “Ducati Corse.” Harvard Business School Case 605-091. [2005]

**Gino, F., & Pisano, G.** “Teradyne Corporation: The Jaguar Project.” Harvard Business School Case 606-042. [2005]

**Gino, F., & Pisano, G.** “Teradyne Corporation: The Jaguar Project TN.” Harvard Business School Teaching Note 606-138. [2006]

Bowen, K., & **Gino, F.** “Whitesides Lab.” Harvard Business School Case 606-064. [2006]

**Gino, F., & Pisano, G.** “Vertex Pharmaceuticals: R&D Portfolio Management (B) & (C).” Harvard Business School Supplement 606-116 & 606-117. [2006]

**Gino, F., & Pisano, G.** “Vertex Pharmaceuticals: R&D Portfolio Management (A), (B) and (C) TN.” Harvard Business School Teaching Note 606-145. [2006]

## **CONFERENCE PRESENTATIONS (Selected)**

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### **2017**

Hauser, O.P., Greene, M., Norton, M.I., & **Gino, F.** (November, 2017). Using big data and targeted nudges to reduce unethical claiming of government benefits. Paper presented at the Society for Judgment and Decision Making, Vancouver, Canada.

**Gino, F.,** Norton, M.I., & Weber, R.A. (May, 2017). Motivated bayesians: Feeling moral while acting egoistically. Association for Psychological Science, Boston, MA.

Green, Jr., P., **Gino, F.,** & Staats, B. R. (May, 2017). Seeking to belong: How the words of internal and external beneficiaries influence performance. Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Lee, J. J., Hardin, H., Parmar, B., & **Gino, F.** (May, 2017). The unintended interpersonal costs of dishonesty: How dishonesty reduces individuals? Ability to detect and empathize with others? Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Sezer, O., **Gino, F.,** & Norton, M.I. (February, 2017). Humblebragging: A distinct – and ineffective – self-presentation strategy. Paper presented at the Society for Consumer Psychology, San Francisco, CA.

**Kouchaki, M.,** Brodsky, A., & Gino, F. (July 2017). Positive deviance: How authenticity leads to speaking up. European Association of Social Psychology, Granada, Spain.

### **2016**

Blunden, H., John, L., **Gino, F.,** & Brooks, A.W. (2016, November). Seeker beware: Follow my advice or pay the price. Poster presented at the Society for Judgment and Decision Making Conference, Boston, MA.

Green, Jr., P., **Gino, F.,** & Staats, B. R. (November, 2016). Shopping for confirmation: How negative feedback shapes social networks. Poster presented at the Society for Judgment and Decision Making annual conference, Boston, MA.

John, L.K., Jeong M., **Gino, F.,** & Huang, L. (November, 2016). Backing Down: A (Partially) Misguided Aversion to Changing Our Minds. Society of Judgment and Decision-Making, Boston, MA.

Green, Jr., P., **Gino, F.,** & Staats, B. R. (August, 2016). Shopping for confirmation: How negative feedback shapes social networks. Academy of Management Conference, Anaheim, CA. *\*Selected as a “Showcase Symposium”*

Lee, J. J., Zhang, T., Parmar, B., & **Gino, F.** (August, 2016). The power of ethics mindset: How aligning ethics with performance influence behavior. Academy of Management Conference, Anaheim, CA.

Lee, J., **Gino, F.,** Cable, D., & Staats, B. (August, 2016). Preparing the self for team entry: How relationally affirming one’s self views influences team performance. Academy of Management Conference, Anaheim, CA.

John, L.K., Jeong M., **Gino, F.**, & Huang, L. (August, 2016). Backing Down: A (Partially) Misguided Aversion to Changing Our Minds. Academy of Management, Anaheim, CA.

Gino, F., & **Kouchaki, M.** (August 2016). Authenticity serves as a buffer against rejections. Academy of Management Conference, Anaheim, California.

Huang, K., Yeomans, M., Brooks, A.W., **Gino, F.**, & Minson, J. (August, 2016). It doesn't hurt to ask: Question-asking encourages self-disclosure and increases liking. Academy of Management, Anaheim, CA.

Sezer, O., **Gino, F.**, & Norton, M.I. (August, 2016). Humblebragging—A distinct and ineffective self-presentation strategy. Academy of Management, Anaheim, CA.

**Gino, F.**, Sezer, O., Huang, L. & Brooks, A.W. (August, 2016). To be or not to be our authentic self: Catering to others' preferences increases anxiety and hinders performance. Academy of Management, Anaheim, CA.

Sezer, O., **Gino, F.**, & Norton, M.I. (June, 2016). Humblebragging—A distinct and ineffective self-presentation strategy. The International Association of Conflict Management Conference, New York, NY.

Blunden, H., John, L., **Gino, F.**, & Brooks, A.W. (June, 2016). Seeker beware: The costs of ignoring advice. International Association for Conflict Management (New York).

Huang, K., Yeomans, M., Brooks, A.W., **Gino, F.**, & Minson, J. (June, 2016). It doesn't hurt to ask: Question-asking encourages self-disclosure and increases liking. The International Association of Conflict Management Conference, New York, NY.

Zhang, T., **Gino, F.**, & Margolis, J.D. (June, 2016). Does could lead to good? On the road to moral insight. Paper presented at the International Association for Conflict Management, New York, NY.

Zhang, T., **Gino, F.**, & Margolis, J.D. (June, 2016). Does could lead to good? On the road to moral insight. Paper presented at the Behavioral Decision Research in Management, Toronto, Canada.

Lee, J. J., Zhang, T., Parmar, B., & **Gino, F.** (June, 2016). The power of ethics mindset: How aligning ethics with performance influence behavior. International Association for Conflict Management, New York City, NY.

John, L.K., Jeong M., **Gino, F.**, & Huang, L. (June, 2016). Backing Down: A (Partially) Misguided Aversion to Changing Our Minds. Behavioral Decision Research in Management, Toronto, Canada.

John, L.K., Jeong M., **Gino, F.**, & Huang, L. (June, 2016). Backing Down: A (Partially) Misguided Aversion to Changing Our Minds. International Association for Conflict Management, New York, NY.

John, L.K., Jeong M., **Gino, F.**, & Huang, L. (May, 2016). Backing Down: A (Partially) Misguided Aversion to Changing Our Minds. Wharton Women in Business Academia Conference, Philadelphia, PA.

Lee, J., **Gino, F.**, Cable, D., & Staats, B. (May, 2016). Preparing the self for team entry: How relationally affirming one's self views influences team performance. INGRoup, Helsinki, Finland.

Lee, J., **Gino, F.**, Cable, D., & Staats, B. (May, 2016). Preparing the self for team entry: How relationally affirming one's self views influences team performance. Collective Intelligence Conference, New York University, NY.

Huang, K., Yeomans, M., Brooks, A.W., **Gino, F.**, & Minson, J. (April, 2016). It doesn't hurt to ask: Question-asking encourages self-disclosure and increases liking. Boston College Judgment and Decision Making Conference, Boston, MA.

Sezer, O., **Gino, F.**, & Norton, M.I. (January, 2016). Humblebragging—A distinct and ineffective self-presentation strategy. Society of Personality and Social Psychology, San Diego, CA.

## **2015**

**Gino, F.**, Sezer, O., Huang, L., & Brooks, A. W. (2015). To be or not to be your authentic self? Catering to others' expectations and interests hinders performance. Society for Judgment and Decision Making, Chicago, IL.

Tian, D., Schroeder, J., Häubl, G., Risen, J. L., Norton, M. I., & **Gino, F.** (November, 2015). Rituals promote self-control. Society for Judgment and Decision Making, Chicago, IL.

Green, Jr., P., **Gino, F.**, and Staats, B. R. (August, 2015). Finding Meaning in Seemingly Meaningless Work: How the Words of Internal and External Beneficiaries Influence Performance. Academy of Management annual meeting, Vancouver, B.C., Canada. *\*Careers division "Best Symposium" award finalist*

Kouchaki, M. & **Gino, F.** (August, 2015). Ethical amnesia. Academy of Management Conference, Vancouver, British Columbia.

Smith, I., Kouchaki, M., Cable, D., & **Gino, F.** (August, 2015). Timing is everything: How the time of day affects judgments and decisions. Academy of Management Conference, Vancouver, British Columbia.

Kouchaki, M., Feldman, Y., & **Gino, F.** (May, 2015). Expressive effects of ethics codes. Inequality, Trust and Ethics: Insights from Economics and Behavioral Ethics Conference, London.

Schroeder, J.R., Risen, J., **Gino, F.**, & Norton, M.I. (June, 2015). Handshaking promotes cooperative dealmaking. Paper presented at the International Association for Conflict Management, Clearwater, FL.

Lee, J. J., & **Gino, F.** (May, 2015). Poker-faced morality: Concealing emotions leads to utilitarian decision making. Paper presented at the Association for Psychological Science, New York, NY.

Hobson, N.M., Inzlicht, M., Norton, M., & **Gino, F.** (May, 2015). Collective ritual leads to intergroup biases in behavior and neural action-perception monitoring. Paper presented at the Association for Psychological Science, New York, NY.

Kim, T., Sezer, O., Schroeder, J., Risen, J., **Gino, F.**, & Norton, M. (May, 2015). Group rituals improve group performance. Paper presented at the Association for Psychological Science, New York, NY.

Schroeder, J.R., Risen, J., **Gino, F.**, & Norton, M.I. (May, 2015). Handshaking promotes cooperative dealmaking. Paper presented at the Association for Psychological Science, New York, NY.

Sezer, O., **Gino, F.**, & Norton, M.I. (May, 2015). The psychology of humblebragging. Poster presented at the Association for Psychological Science, New York, NY.

Sezer, O., **Gino, F.**, & Norton, M.I. (March, 2015). The psychology of humblebragging. Paper presented at the International Convention of Psychological Science, Amsterdam, The Netherlands.

Hobson, N.M., Inzlicht, M., Norton, M., & **Gino, F.** (February, 2015). Collective ritual leads to intergroup biases in behavior and neural action-perception monitoring. Paper presented the Society for Personality and Social Psychology, Long Beach, CA.

## **2014**

Sezer, O., **Gino, F.**, & Norton, M.I. (November, 2014). The psychology of humblebragging. Poster presented at the Society for Judgment and Decision Making, Long Beach, CA.

Zhang, T., Kim, T., Brooks, A.W., **Gino, F.**, & Norton, M.I. (November, 2014). A “present” for the future: The unexpected value of rediscovery. Paper presented at the Society for Judgment and Decision Making, Long Beach, CA.

Zhang, T., **Gino, F.**, & Norton, M.I. (October, 2014). The surprising effectiveness of the hostile mediator. Association for Consumer Research, Baltimore, MD.

Zhang, T., Kim, T., Brooks, A.W., **Gino, F.**, & Norton, M.I. (October, 2014). A “present” for the future: The unexpected value of rediscovery. Association for Consumer Research, Baltimore, MD.

**Gino, F.**, Kouchaki, M., & Galinsky, A. (2014, October). The moral consequences of feeling inauthentic. Society of Experimental Social Psychology, Columbus, Ohio.

Moore, C., Wakeman, W., & **Gino, F.** (2014, August). Dangerous expectations: Breaking rules to resolve cognitive dissonance. Academy of Management, Philadelphia, PA.

Wakeman, W., Moore, C., & **Gino, F.** (2014, August). Competence by any means: Cheating as a response to ego threat. Academy of Management, Philadelphia, PA.

Schroeder, J., Risen, J., **Gino, F.**, & Norton, M. I. (2014, August). Handshakes promotes cooperative dealmaking. Academy of Management, Philadelphia, PA.

Myers, C. G., Staats, B., & **Gino, F.** (2014, August). “My Bad:” How internal attribution and ambiguity of responsibility affect learning from failure. Academy of Management, Philadelphia, PA.

Lee, J., Cable, D., **Gino, F.**, & Staats, B. (2014, August). Endure and innovate: Effects of reflected best self exercise on resilience and creativity. Academy of Management, Philadelphia, PA.

**Gino, F.**, Pierce, L., Shu, L. (2014, August). Cheating on expenses: Evidence from the field. Academy of Management, Philadelphia, PA.

Casciaro, T., **Gino, F.**, & Kouchaki, M. (2014, August). The contaminating effects of building instrumental links: How networking can make us feel dirty. Academy of Management, Philadelphia, PA.

Brooks, A. W., **Gino, F.**, & Schweitzer, M. E. (2014, July). Smart people ask for (my) advice: The surprising benefits of advice seeking. Behavioral Decision Research in Management, London, UK.

Brooks, A. W., **Gino, F.**, & Schweitzer, M. E. (2014, July). Smart people ask for (my) advice: The surprising benefits of advice seeking. International Association for Conflict Management, Leiden.

Brooks, A.W., Schroeder, J., Risen, J., **Gino, F.**, Galinsky, A., Norton, M. I., & Schweitzer, M. (2014, July). Don’t stop believing: Rituals decrease anxiety and improve performance. European Association of Social Psychology, Amsterdam.



Norton, M., & **Gino, F.** (2014, February). Rituals alleviate grieving for loved ones, lovers, and lotteries. Society for Personality and Social Psychology, Austin, Texas.

Vohs, K., Wang, Y., **Gino, F.**, & Norton, M. (2014, February). Rituals enhance the experience of consumption. Society for Personality and Social Psychology, Austin, Texas.

Zhang, T., **Gino, F.**, & Margolis, J.D. (2014, February). Does Could Lead to Good? When Contemplating Possible Actions Generates More Creative Ethical Solution. Society for Personality and Social Psychology, Austin, Texas.

Sezer, O., Norton, M.I., & **Gino, F.** (2014, February). The psychology of leaving things behind, from parties to partners. Society for Personality and Social Psychology, Austin, Texas.

### **2013**

Zhang, T., **Gino, F.**, & Margolis, J. (2013, November). Does could lead to good? When contemplating possible actions generates more creative ethical solutions. Society of Judgment and Decision Making Conference, Toronto, Canada.

Moore, C., **Gino, F.**, & Wakeman, W. (2013, November). Competence by any means: Cheating as a response to ego threat. Society of Judgment and Decision Making Conference, Toronto, Canada.

Sezer, O., Norton, M.I., & **Gino, F.** (2013, November). The psychology of leaving things behind, from parties to partners. Society of Judgment and Decision Making Conference, Toronto, Canada.

Brandimarte, L., Acquisti, A., & **Gino, F.** (2013, October). Of Revelations and Iron Hands: Unexpected Effects of Sensitive Disclosures. Association for Consumer Research Conference, Chicago, Illinois.

Consiglio, I., Kupor, D., Norton, M. I., & **Gino, F.** (2013, October). Brand (In)fidelity: When flirting with the competition strengthens brand relationships. Association for Consumer Research Conference, Chicago, Illinois.

Kouchaki, M., & **Gino, F.** (2013, September). Ethical amnesia: Explaining the perpetuation of dishonesty through time. Society of Experimental Social Psychology, Berkeley, California.

Miron-Spektor, E., **Gino, F.**, & Argote, L. (2013, August). Fostering ambidexterity through paradoxical frames: A multilevel perspective. Academy of Management, Orlando, Florida.

Sezer, O., Zhang, T., **Gino, F.**, & Bazerman, M. (2013, August). Overcoming the outcome bias: making process matter. Academy of Management, Orlando, Florida.

Zhang, T., **Gino, F.**, & Norton, M. (2013, August). The surprising effectiveness of the hostile mediator. Academy of Management, Orlando, Florida.

Tost, L., **Gino, F.**, & Larrick, R. (2013, August). The power of sharing opinions: The mutually reinforcing effects of power and advice giving. Academy of Management, Orlando, Florida.

Zhang, T., **Gino, F.**, & Margolis, J. (2013, August). The power of 'could': When contemplating possible actions leads to more creative ethical solutions. Academy of Management, Orlando, Florida.

Norton, M., & **Gino, F.** (2013, August). Rituals alleviate grieving for loved ones, lovers, and lotteries. Academy of Management, Orlando, Florida.

Brooks, A.W., Schroeder, J., Risen, J., **Gino, F.**, Galinsky, A., Norton, M. I., & Schweitzer, M. (2013, August). Don't stop believing: Rituals decrease anxiety and improve performance. Academy of Management, Orlando, Florida.

Vohs, K., Wang, Y., **Gino, F.**, & Norton, M. (August, 2013). Rituals enhance the experience of consumption. Academy of Management, Orlando, Florida.

Barkan, R., Ayal, S., **Gino, F.**, & Ariely, D. (2013, February). The pot calling the kettle black: Seeing evil after experiencing ethical dissonance. Society for Consumer Psychology Conference, San Antonio, Texas.

Bellezza, S., **Gino, F.**, & Keinan, A. (2013, February). The red sneakers effect: Inferring status from signals of nonconformity. Society for Consumer Psychology Conference, San Antonio, Texas.

## **2012**

Brooks, A.W., Schroeder, J., Risen, J., **Gino, F.**, Galinsky, A., & Schweitzer, M. E. (2012, November). Don't stop believing: Coping with anxiety through rituals. Society of Judgment and Decision Making Conference, Minneapolis, Minnesota.

Lee, J. J., **Gino, F.**, & Staats, B. (2012, November). Rainmakers: Why bad weather means good productivity. Society of Judgment and Decision Making Conference, Minneapolis, Minnesota.

Zhang, T., **Gino, F.**, & Norton, M. (2012, November). The surprising effectiveness of the hostile mediator. Society of Judgment and Decision Making Conference, Minneapolis, Minnesota.

**Gino, F.**, & Wiltermuth, S. (2012, October). Evil genius? How dishonesty can lead to greater creativity. Society of Experimental Social Psychology, Austin, Texas.

Bellezza, S., **Gino, F.**, & Keinan, A. (2012, October). The red sneakers effect: Inferring status from signals of nonconformity. Association for Consumer Research Conference, Vancouver, Canada.

Norton, M., & **Gino, F.** (2012, October). Rituals alleviate grieving for loved ones, lovers, and lotteries. Association for Consumer Research Conference, Vancouver, Canada.

Vohs, K., Wang, Y., **Gino, F.**, & Norton, M. (2012, October). Rituals enhance consumption. Association for Consumer Research Conference, Vancouver, Canada.

**Gino, F.**, Moore, C., & Pierce, L. (2012, August). The gift of punishment: When social norms and social responsibility collide. Academy of Management, Boston, MA.

Kouchaki, M., **Gino, F.** (2012, August). The effects of psychological ownership on moral behavior. Academy of Management, Boston, MA.

Lee, J. J., & **Gino, F.** (2012, August). Who makes a tough call? Concealing emotions lead to utilitarian decision Making. Academy of Management, Boston, MA.

Cable, D., **Gino, F.**, & Staats, B. (2012, August). Breaking them in or revealing their best? Reframing socialization around newcomers' self-expression. Academy of Management, Boston, MA.

Ruedy, N. E., Moore, C., **Gino, F.**, & Schweitzer, M. (2012, August). The cheater's high: The unexpected affective benefits of unethical behavior. Academy of Management, Boston, MA.

Tost, L. P., **Gino, F.**, & Larrick, R. (2012, August). When power makes others speechless: The negative impact of leader power on team performance. Academy of Management, Boston, MA.

Wiltermuth, S., & **Gino, F.** (2012, August). "I'll have one of each." Separating rewards into (meaningless) categories increases motivation. Academy of Management, Boston, MA.

Bellezza, S., **Gino, F.**, & Keinan, A. (2012, June). The red sneakers effect: Inferring status from signals of nonconformity. Behavioral Decision Research in Management Conference, Boulder, CO.

Brooks, A.W., Schroeder, J., Risen, J., **Gino, F.**, Galinsky, A., & Schweitzer, M. E. (2012, June). Don't stop believing: Coping with anxiety through rituals. Behavioral Decision Research in Management Conference, Boulder, CO.

Lee, J., **Gino, F.** (2012, June). Who makes a tough call? An emotion regulation approach to moral decision-making. Behavioral Decision Research in Management Conference, Boulder, CO.

Zhang, T., **Gino, F.**, & Norton, M. (2012, June). The surprising effectiveness of the mean mediator. Behavioral Decision Research in Management Conference, Boulder, CO.

Norton, M.I., Piovesan, M., Montinari, N., & **Gino, F.** (2012, February). The veil of fairness: Children learn to appear moral without behaving morally. Society for Consumer Psychology, Las Vegas, NV.

Norton, M.I., Piovesan, M., Montinari, N., & **Gino, F.** (2012, January). The veil of fairness: Children learn to appear moral without behaving morally. Society of Personality and Social Psychology, San Diego, CA.

Caruso, E., & **Gino, F.**, (2012, January). Blind ethics: Closing one's eyes influences ethical judgments and behavior. Society of Personality and Social Psychology, San Diego, CA.

Shu, L., Mazar, N., **Gino, F.**, Ariely, D. & Bazerman, M. (2012, January). When to sign on the dotted line? Signing first makes ethics salient and decreases dishonest self-reports. Society of Personality and Social Psychology, San Diego, CA.

Chance, Z., Norton, M., **Gino, F.**, & Ariely, D. (2012, January). A temporal view of self-deception. Society of Personality and Social Psychology, San Diego, CA.

Kouchaki, M., **Gino, F.**, & Jami, A. (2012, January). The burden of guilt: Heavy backpacks, light snacks, and enhanced morality. Society of Personality and Social Psychology, San Diego, CA.

## **2011**

Schwartz, J., **Gino, F.**, & Ariely, D. (2011, November). Experts know best, but for whom? Understanding conflicts of interest in the marketplace. Society of Judgment and Decision Making Conference, Seattle, Washington.

**Gino, F.**, Wood, A., & Schweitzer, M. (2011, November). Anxiety, advice, and the ability to discern: Feeling anxious motivates individuals to seek and use advice. Society of Judgment and Decision Making Conference, Seattle, Washington.

Shu, L., Mazar, N., **Gino, F.**, Ariely, D. & Bazerman, M. (2011, November). When to sign on the dotted line? Signing first increases moral salience and decreases dishonest self-reports. Society of Judgment and Decision Making Conference, Seattle, Washington.

Norton, M., & **Gino, F.** (2011, November). Rituals alleviate grieving for loved ones, lovers, and lotteries. Society of Judgment and Decision Making Conference, Seattle, Washington.

Cavanaugh, L., **Gino, F.**, & Fitzsimons, G. (2011, October). When you don't care enough to give the very best: When gifting leads to less (vs. more) green choices. Association for Consumer Research Conference, St. Louis, Missouri.

Jordan, J., **Gino, F.**, Tenbrunsel, A., & Leliveld, M. (2011, October). Moral compensation and the environment: Affecting individual' moral intentions through how they see themselves as moral. Association for Consumer Research Conference, St. Louis, Missouri.

**Gino, F.**, Haran, U., & Moore, D. (2011, October). Too optimistic about what the future holds? How greater confidence can lead to fewer purchases. Association for Consumer Research Conference, St. Louis, Missouri.

**Gino, F.**, & Mogilner, C. (2011, October). Money in the present or time in the future? How switching focus makes people honest. Association for Consumer Research Conference, St. Louis, Missouri.

Wiltermuth, S., & **Gino, F.** (2011, October). "I'll have one of each." Separating rewards into (meaningless) categories increases motivation. Association for Consumer Research Conference, St. Louis, Missouri.

Staats, B., & **Gino, F.** (2011, August). Focus or variety in repetitive tasks: Short versus long-term effects. Academy of Management, San Antonio, Texas.

Tost, L. P., **Gino, F.**, & Larrick, R. (2011, August). When power makes others speechless: The negative impact of leader power on team performance. Academy of Management, San Antonio, Texas.

Martin, S., **Gino, F.**, & Detert, J. R. (2011, August). Evil comes quietly: Unethical behavior as a result of subtle leader influences. Academy of Management, San Antonio, Texas.

Shea, C. T., & **Gino, F.** (2011, August). A reason curbs treason: When and why we evaluate our own deeds differently from those of others. Academy of Management, San Antonio, Texas.

Desai, S., & **Gino, F.** (2011, August). Return to innocence? Nursery rhymes, soft toys and everyday morality. Academy of Management, San Antonio, Texas.

**Gino, F.** (2011, August). Symposium on cognitive approaches to behavioral ethics (*Co-chair and Co-organizer*). Academy of Management, San Antonio, Texas.

Shu, L., & **Gino, F.** (2011, August). Sweeping dishonesty under the rug: How unethical actions lead to moral forgetting. Academy of Management, San Antonio, Texas.

**Gino, F.**, Schweitzer, M., Mead, N., & Ariely, D. (2011, August). Unable to resist temptation: How self-control depletion promotes unethical behavior. Academy of Management, San Antonio, Texas.

**Gino, F.**, Pierce, L., & Wiltermuth, S. (2011, August). Driving to the top: How status influences punishment of transgressions. Academy of Management, San Antonio, Texas.

**Gino, F., & Galinsky, A.** (2011, July). This above all, to thine own self be true: Inauthenticity makes people feel unclean. European Association of Social Psychology, Stockholm, Sweden.

Swift, S. A., **Gino, F., & Schweitzer, M.** (2011, July). When lies are funny: How humor influences perceptions of deception. IACM, Istanbul, Turkey.

**Gino, F., & Ariely, D.** (2011, July). The dark side of creativity: original thinkers can be more dishonest. IACM, Istanbul, Turkey.

**Gino, F. & Desai, S.** (2011, July). Memory lane and morality: How childhood memories promote prosocial behavior. IACM, Istanbul, Turkey.

**Gino, F., & Galinsky, A.** (2011, January). When psychological closeness creates distance from one's moral compass. Society of Personality and Social Psychology Conference, San Antonio, Texas.

## 2010

Shea, C., & **Gino, F.** (2010, November). Do more than I say, not as I do: Discrepancies in ethical decisions for self and others across time. Society of Judgment and Decision Making Conference, St. Louis, Missouri.

Shu, L., & **Gino, F.** (2010, November). Sweeping dishonesty under the rug: How unethical actions lead to moral forgetting. Society of Judgment and Decision Making Conference, St. Louis, Missouri.

Barkan, R., Ayal, S., **Gino, F., & Ariely, D.** (2010, November). The pot calling the kettle black: Seeing evil after experiencing ethical dissonance. Society of Judgment and Decision Making Conference, St. Louis, Missouri.

Caruso, E., & **Gino, F.,** (2010, November). Blind ethics: Closing one's eyes influences ethical judgments and behavior. Society of Judgment and Decision Making Conference, St. Louis, Missouri.

**Gino, F., & Flynn, F.** (2010, October). Give them what they want: The unseen benefits of explicitness in gift exchange. Association for Consumer Research Conference, Jacksonville, Florida.

**Gino, F., & Galinsky, A.** (2010, October). When psychological closeness creates distance from one's moral compass. Association for Consumer Research Conference, Jacksonville, Florida.

**Gino, F.** (2010, August). Panelist in OB division professional development workshop, "The productivity process: Research tips and strategies from prolific junior faculty." Academy of Management, Montreal, Québec.

**Gino, F., Bauer, T., Cable, D. M., & Erdogan, B.** (2010, August). When good apples spoil the barrel: Predicting the impact and acceptance of newcomers' ideas. Academy of Management, Montreal, Québec.

Shea, C., & **Gino, F.** (2010, August). A reason curbs treason: When and why we evaluate our own deeds differently from those of others. Academy of Management, Montreal, Québec.

**Gino, F., Wood, A., & Schweitzer, M.** (2010, August). What should I do? Feeling anxious makes people seek and use (bad) advice. Academy of Management, Montreal, Québec.

**Gino, F., Ayal, S., & Ariely, D.** (2010, August). Altruistic cheating: The effects of collaborative work on individuals' dishonesty. Academy of Management, Montreal, Québec.

Tenbrunsel, A., Jordan, J., Leliveld, M., & **Gino, F.** (2010, August). Moral compensation, moral identity, and moral behavior. Academy of Management, Montreal, Québec.

**Gino, F.**, & Galinsky, A. (2010, June). When psychological closeness creates distance from one's moral compass. IACM, Boston, Massachusetts.

**Gino, F.**, Wood, A. & Schweitzer, M. (2010, June). What should I do? Feeling anxious makes people seek and use (bad) advice. Behavioral Decision Research in Management (BDRM) Conference, Pittsburgh, Pennsylvania.

Tost, L. P., **Gino, F.**, & Larrick, R. (2010, June). Power, competitiveness and advice taking: Why the powerful don't listen. Behavioral Decision Research in Management (BDRM) Conference, Pittsburgh, Pennsylvania.

Sharek, Z., Swift, S. A., **Gino, F.**, & Moore, D. A. (2010). On the robustness and generality of the correspondence bias. Behavioral Decision Research in Management (BDRM) Conference, Pittsburgh, Pennsylvania.

Swift, S. A., Moore, D. A., Sharek, Z., & **Gino, F.** (2010). Seeing Through Performance: Attribution Errors in Performance Evaluation by Experts. Behavioral Decision Research in Management (BDRM) Conference, Pittsburgh, Pennsylvania.

## **2009**

**Gino, F.** (2009, October). Symposium titled "Deviating from or Resetting Consumers Ethical Standards" (*Chair and Organizer*). Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

Cavanaugh, L., **Gino, F.**, & Fitzsimons, G. (2009, October). Mirror... mirror on the wall, who's the greenest giver of them all?": Understanding when and why men and women gift ethically-made products. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

**Gino, F.**, Norton, M. I., & Ariely, D. (2009, October). The counterfeit self: The deceptive costs of counterfeiting. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

Ayal, S., **Gino, F.**, & Ariely, D. (2009, October). Finding balance on the moral scale: Dishonest behavior and the promise of confession. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

Sharek, Z., Swift, S. A., **Gino, F.**, & Moore, D. A. (2009, October). Not as big as it looks: Attribution errors in the perceptual domain. Association for Consumer Research Conference, Pittsburgh, Pennsylvania.

**Gino, F.** (2009, October). How bad apples can motivate ethical or unethical behavior. Behavioral ethics conference - *Regulating ethical failures: Insights from psychology*, Rotterdam School of Management, Rotterdam, the Netherlands.

**Gino, F.** (2009, August). Symposium on the determinants and consequences of (un)ethical judgment and behavior (*Chair and Organizer*). Academy of Management, Chicago, Illinois.

**Gino, F.**, & Pierce, J. L. (2009, August). Dishonesty in the Name of Equity. Academy of Management, Chicago, Illinois.

**Gino, F.**, Shu, L. L., & Bazerman, M. H. (2009, August). Dishonest deed, clear conscience: Self-preservation through moral disengagement. Academy of Management, Chicago, Illinois.

**Gino, F., Schweitzer, M.** (2009, August). Seeing and believing: How expressed emotions influence trust and advice taking. Academy of Management, Chicago, Illinois.

**Gino, F., Ayal, S., & Ariely, D.** (2009, July). Contagion and differentiation in unethical behavior: The effect of one bad apple on the barrel. INGroup Conference, Colorado Springs, Colorado.

**Gino, F., Ayal, S., & Ariely, D.** (2009, July). Out of sight, ethically fine? The effects of collaborative work on individuals' dishonesty. INGroup Conference, Colorado Springs, Colorado.

**Gino, F., Ayal, S., & Ariely, D.** (2009, June). Contagion and differentiation in unethical behavior: The effect of one bad apple on the barrel. Erasmus Leadership Conference, Rotterdam, the Netherlands.

**Gino, F.** (2009, May). The effects of emotions on advice taking. APS Annual Conference, San Francisco, California.

**Gino, F., Argote, L., Miron-Spektor, E., & Todorova, G.** (2009, February). First, get your feet wet. The effects of prior experience on team innovation. Organization Science Winter Conference, Steamboat Springs, Colorado.

## **2008**

**Gino, F., Krupka, E., & Weber, R.** (2008, November). Choosing to fight fair: Endogenous selection of reporting standards and ethical behavior. Economic Science Association Conference, Tucson, Arizona.

**Gino, F., Shang, J., & Croson, R. C.** (2008, November). Do as I say, not as I do: How advice form affects judgment. Society of Judgment and Decision Making Conference, Chicago, Illinois.

Moore, D. A., Swift, S. A., Sharek, Z. S., & **Gino, F.** (2008, November). Correspondence bias in performance evaluation and the benefits of having been graded leniently. Society of Judgment and Decision Making Conference, Chicago, Illinois.

**Gino, F.** (2008, August). Symposium on Environmental and Outcome-Based Influences on Unethical Behavior (*Chair and Organizer*). Academy of Management, Anaheim, California.

**Gino, F., & Pierce, J. L.** (2008, August). The abundance effect: Unethical behavior in the presence of wealth. Academy of Management, Anaheim, California.

**Gino, F., Moore, D. A., & Bazerman, M. H.** (2008, August). No harm, no foul: The outcome bias in ethical judgments. Academy of Management, Anaheim, California.

Sharek, Z. S., Moore, D. A., Swift, S. A., & **Gino, F.** (2008, August). Reducing, enhancing and eliminating the correspondence bias. Academy of Management, Anaheim, California.

**Gino, F., & Moore, D. A.** (2008, July). The beauty premium in negotiation. IACM, Chicago, Illinois.

**Gino, F., Moore, D. A., & Bazerman, M. H.** (2008, July). No harm, no foul: The outcome bias in ethical judgments. IACM, Chicago, Illinois.

**Gino, F., Debo, L., & Boatwright, P.** (2008, July). Just tell me why: Rational and irrational reactions to new product shortages. Behavioral Operations Conference, Alberta, Canada.

**Gino, F.**, Argote, L., Miron-Spektor, E., & Todorova, G. (2008, April). First, get your feet wet. The effects of prior experience on team innovation. Creativity and Groups Conference, San Francisco, California.

### **2007**

**Gino, F.**, & Bazerman, M. (2007, November). Slippery slopes and misconduct. Society of Judgment and Decision Making Conference, Long Beach, California.

Sharek, Z. S., Moore, D. A., Swift, S. A., & **Gino, F.** (2007, August). Correspondence bias in performance evaluation. Academy of Management, Philadelphia, Pennsylvania.

**Gino, F.**, & Moore, D. A. (2007, August). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. Academy of Management, Philadelphia, Pennsylvania.

**Gino, F.**, & Moore, D. A. (2007, July). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. IACM, Budapest, Hungary.

### **2006**

**Gino, F.** (2006, November). The impact of information from similar or different advisors on judgment. Society of Judgment and Decision Making Conference, Houston, Texas.

**Gino, F.** & Pisano, G. (2006, November). Behavioral operations. Annual Meeting of INFORMS, Pittsburgh, Pennsylvania (*Session Chair*).

**Gino, F.** & Pisano, G. (2006, June). Do managers' heuristics affect R&D performance volatility? A simulation informed by the pharmaceutical industry. Behavioral Research in Operations and Supply Chain Management Conference, Penn State Smeal College of Business.

## **INVITED SEMINARS**

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### **2017-2018**

Anderson School of Management, University of California, Los Angeles: May

### **2016-2017**

Boston College, Boston: March

Rotman School of Management, University of Toronto, Toronto: March

Harvard Business School, Harvard University, Boston: February

Harvard Kennedy School/WAPP initiative, Harvard University, Boston: February

Psychology Dept., Yale University, New Haven: February

MSI Behavioral Economics Roundtable, Boston MA: January

Kellogg School of Management, Northwestern University: November

Sloan School of Management (MIT), Boston (OB Group): November

PopTech 2016, Camden MA: October

Society of Compliance in Ethics, Chicago, Annual Meeting: September

Sloan School of Management (MIT), Boston (OM Group): September

Harvard Kennedy School/BIG initiative, Harvard University, Boston: September

### **2015-2016**

Behavioral Exchange BX2016, Boston, MA: June



Columbia Business School, New York: April  
Graduate School of Business, Stanford University, San Francisco: November  
George Mason University, Interdisciplinary Center for Economic Science, DC: October  
The University of Arizona, Eller College of Management, Tucson: October  
Harvard Business School Club of Philadelphia, Philadelphia: October  
Bocconi University, Italy: September  
University College London, UK: September  
Harvard Business School Club of London, London: September  
Behavioral Exchange BX2015, London, UK: September

### **2014-2015**

Festival dell'Economia, Trento, Italy: May  
Cornell University, Johnson/ILR Management & Organizations Workshop Series: March  
Georgetown, DC: March  
School of Management, Boston University, Boston: April  
“Lavoro e nuove opportunita” event, Provincia Autonoma di Trento, Trento, Italy: January  
Behavioral & Experimental Economics Seminar, University of Zurich, Switzerland: November  
Kellogg School of Management, Northwestern University: October  
Center for Leadership Ethics, Eller College of Management, University of Arizona: October  
Behavioral Insight Group, Harvard Kennedy School, Harvard: October  
Harvard Club of France, Paris: August  
Ethics Resource Fellows meeting, Washington DC: July

### **2013-2014**

Harvard Medical School & Cambridge Health Alliance: May  
Harvard Club of Boston, Boston: May  
HR Leadership Summit (organized by Evanta), Philadelphia: May  
Rutgers Business School, Management and Global Business Dept., Newark: April  
Safra Center for Ethics, Harvard University: February  
Harvard Annual Alumni Leadership Conference, Cambridge: February  
Changing Habits, Harvard's Learning Innovations Laboratory, Cambridge: February  
Meaning of money conference, Russel Sage Foundation, New York: January  
Ethics Resource Fellows meeting, Washington DC: January  
Oregon State University, College of Business, Dean's Distinguished Lecture series: January  
Harvard Business School Club of Washington DC, DC: December  
Human Capital Institute 2013 Learning and Leadership Development Conference, Boston: November  
WIC Brown Bag Lunch Seminar, Boston Estate Planning Council, Boston: November  
Harvard Alumni Association (HAA), Cambridge: November  
Harvard Longwood Campus “Season of Giving” event, Harvard medical School: November  
Harvard Business School Club of New York, NY: October  
Harvard Business School Club of Connecticut, Stamford: October  
Partners HealthCare Annual Connected Health Symposium, Boston: October  
Boston Book Festival, Boston: October  
Psychology Dept., Yale University, New Haven: October  
Psychology Dept., Harvard University, Cambridge: October  
Ethics & Compliance Officer Association (ECO) conference, Keynote speaker, Chicago: September  
Diversity MBA Leadership Conference, Chicago: September

### **2012-2013**

The 2013 Legislative Summit, speaker, Atlanta, Georgia: August  
Drug Information Association (DIA) conference, speaker, Boston: June  
Alumni Affairs & Development Conference, Harvard University, Cambridge: June

Harvard Business Publishing Corporate event, Harvard Business School, Boston: June  
 Learning Innovation Laboratory conference, speaker, Cambridge: June  
 Harvard Business School, Research Symposium, Boston: May  
 Planning-ness Conference, speaker, Watertown: May  
 AARP, ethics & compliance, Washington DC: May  
 Boston Children's Hospital, Boston: May  
 Harvard University, Behavioral and Economics Seminar, Econ. Dept., Boston: February  
 Sloan School of Management (MIT), Organization Studies Group, Boston: November  
 Anderson School of Management, University of California, Los Angeles: October  
 Harvard University, Psychology Department, Boston: October  
 Robert H. Smith School of Business, University of Maryland, College Park, MD: September  
 Harvard Kennedy School, Center for Public Leadership, Boston: September  
 Darden School of Business, University of Virginia, Charlottesville: September

### **2011-2012**

Social Cognitive Neuroscience Laboratory, Brain and Cognitive Sciences, MIT: July  
 University of Washington School of Medicine, Seattle: July  
 Ethics Resource Fellows annual conference, Washington DC: July  
 University of Cambridge, Dept. of Social and Developmental Psychology, Cambridge (UK): June  
 London Business School, London (UK): June  
 Universitat Pompeu Fabra, Barcelona (Spain): June  
 Cognition and Emotion in Ethical Decision Making Conference, Toronto: May  
 Psychology and Economics Seminar Series, University of California, Berkeley: May  
 Deception, Incentives and Behavior Small Conference, San Diego: April  
 Decision Sciences Workshop, Harvard University, Cambridge: April  
 McCombs School of Business, University of Texas at Austin, Austin: March  
 Goizueta Business School, Emory University, Atlanta: March  
 SPSP 2012 Morality and Justice preconference, San Diego: January  
 University of Amsterdam, Amsterdam: December  
 Rotterdam School of Management, Erasmus University, Rotterdam: December  
 Yale University, Psychology Dept., New Haven: November  
 University of Virginia, Psychology Dept., Charlottesville: October  
 Decision Making Workshop, Psychology Dept., Harvard University, Cambridge: September

### **2010-2011**

European School of Technology and Management (ESTM), Berlin (Germany): July  
 European School of Technology and Management (ESTM) Annual forum, Berlin (Germany): July  
 Foster School of Business, University of Washington, Seattle: May  
 NSF Workshop, DRMS division, Carnegie Mellon University, Pittsburgh: May  
 Center for Behavioral Decision Research, Carnegie Mellon University, Pittsburgh: May  
 Paduano Seminar Series on Business Ethics, Stern School of Business, NYU, New York: April  
 Edmond J. Safra Center for Ethics, Harvard University, Boston: April  
 Ethics & Compliance Officer Association (ECO), Webcast: November  
 Jones Graduate School of Business, Rice University, Houston: October  
 Mays Business School, Texas A&M University, College Station: October  
 Northeastern University, Psychology Dept., Boston: September

### **2009-2010**

Harvard University, Psychology Dept., Boston: May  
 Herzliya Symposium on Morality, Herzliya, Israel: April  
 Recanati Graduate School of Management, Tel Aviv University, Tel Aviv, Israel: April  
 Graduate School of Business, Stanford University, San Francisco: April

Marriott School, Brigham Young University, Provo: April  
David Eccles School of Business, University of Utah, Salt Lake City: April  
Cornell University, Behavioral Economics and Decision Research (BEDR) Center, Ithaca: April  
Duke University, Psychology Dept., Durham: March  
Wharton School, University of Pennsylvania, Philadelphia: February  
Haas School of Business, University of California, Berkeley: February  
Harvard Business School, Harvard University, Boston (NOM department): January  
Harvard Business School, Harvard University, Boston (OB department): January  
Booth School of Business, University of Chicago, Chicago: December  
Stern School of Business, New York University, New York: December  
Stephen M. Ross School of Business, University of Michigan, Ann Arbor: November  
School of Journalism and Mass Communication, University of North Carolina, Chapel Hill: November  
Ethics & Compliance Officer Association (ECO), Webcast: November  
INSEAD, Fontainebleau (France): October  
London Business School, London (UK): October  
Wharton School, University of Pennsylvania, Philadelphia: October  
Marshall School of Business, University of Southern California, Los Angeles: September

**2008-2009**

Fuqua School of Business, Duke University, Durham: May  
Harvard Business School, Harvard University, Boston: May  
University of California in San Diego, San Diego: April  
Rotman School of Management, University of Toronto, Toronto: April  
Olin School of Business, Washington University in St. Louis, St. Louis: March  
Psychology Dept., University of North Carolina, Chapel Hill: March

**2007-2008**

Yale School of Management, Yale University, New Haven: February  
INSEAD, Fontainebleau (France): February  
Olin School of Business, Washington University in St. Louis, St. Louis: January  
Carlson School of Management, University of Minnesota, Minneapolis: January  
Harvard Business School, Harvard University, Boston: January  
Wharton School, University of Pennsylvania, Philadelphia: January  
School of Management, Boston University, Boston: January  
Fisher College of Business, Ohio State University, Columbus: January  
Kennedy School/Dubai initiative, Harvard University, Boston: December  
Kenan-Flagler Business School, University of North Carolina, Chapel Hill: December  
Fox School of Business, Temple University, Philadelphia: November

**2006-2007**

Center for Behavioral Decision Research, Carnegie Mellon University, Pittsburgh: August

**2005-2006**

INSEAD, Fontainebleau (France): February  
Wharton School, University of Pennsylvania, Philadelphia: January  
Sloan School of Management (MIT), Boston: December  
Harvard Business School, Harvard University, Boston: October

**2004-2005**

Tuck School of Business, Dartmouth College, Hanover: December  
Harvard Business School, Harvard University, Boston: October

## RESEARCH GRANTS

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- 2016 Foundation of Human Behavior, Harvard University  
Research grant for: *Bringing Color to Darkness: Reducing Crime with Street Art*, with Katy DeCelles. (\$40,200)
- 2015 Women and Public Policy Program (Closing the Global Gender Gap Initiative), Harvard University  
Research grant for: *Understanding women's preferences for power and unlocking their full potential*. (\$50,000)
- 2015 Mind, Brain, Behavior Interfaculty Initiative, Harvard University  
Research grant for: *The lost potential in silent belongingness: How appreciation jolts influence health, creativity and performance*, with Julia Lee. (\$15,000)
- 2015 Foundation of Human Behavior, Harvard University  
Research grant for: *Optimally Rewarding Exercise and Building Healthy Habits*, with Katy Milkman, Leslie John and Bradford Tuckfield. (\$36,600)
- 2015 Foundation of Human Behavior, Harvard University  
Research grant for: *The Power of Social Affirmation: Effects of Positive Interpersonal Jolts on Health and Human Performance*, with Julia Lee. (\$20,000)
- 2014 CRICO Grant  
Research grant for: *Effective Team Dynamics and Leadership in Surgical Teams*, with Sara Singer, Cameron Wright. (\$200,000)
- 2013 Deloitte Institute of Innovation and Entrepreneurship, London Business School  
Research grant for the study of virtual contracting, with Dan Cable and Brad Staats. (25,000 pounds)
- 2013 Center for Decision Research, University of Chicago Booth School of Business –New Path to Purpose Request for Proposals (REP). Research grant for: *Using authenticity interventions to increase feelings of purpose and belonging among minority students*, with Jenessa Shapiro and Clarissa Cortland. (\$64,758.80)
- 2009 Junior Faculty Development Award, University of North Carolina in Chapel Hill. Research grant for: *Interpersonal Corruption: Laboratory and Field Experiments on Illicit Helping and Hurting in Organizations* (\$7,500)
- 2009 University Research Council, University of North Carolina in Chapel Hill. Research grant for: *Choosing Ethical or Unethical Environments: The influence of others' behavior on selection decisions* (\$5,000)
- 2008 University Research Council, University of North Carolina in Chapel Hill. Research grant for: *Going the extra mile to help others: Social comparison, emotions and unethical behavior* (\$5,000)

- 2008 Center for the Study of Ethics and Human Values, Washington University in St. Louis. Research grant for: *The Robin-Hood effect – Do we cheat for the sake of others?* with J. Lamar Pierce. (\$4,200)
- 2008 IZA - Institute for the Study of Labor in Bonn, Germany. Research grant for: *When good apples choose bad environments*, with Erin Krupka and Roberto Weber. (\$4,520)
- 2008 Center for Behavioral Decision Research (CBDR) Small Grant Program, Carnegie Mellon University, multiple projects. (\$20,000)
- 2007 National Science Foundation. Research grant for: *Correspondence Bias in Performance Appraisal: Why Selecting an Easy Task is a Recipe for Success*, with Don Moore and Zachariah Sharek, 2007-2009. (\$223,000)
- 2005 Time-sharing Experiments for the Social Sciences (TESS) grant for experimental survey research (NSF-funded grant)
- 2001 - 2004 Recipient of Full Time Doctoral Fellowship, Sant'Anna School of Advanced Studies, Pisa, Italy
- 2002 - 2003 Recipient of Fellowship for the Visiting at Harvard University, Sant'Anna School of Advanced Studies, Pisa, Italy
- July 2001 Fourth-year tuition scholarship for completing the BA degree within four years, University of Trento, Trento, Italy

## **HONORS AND AWARDS**

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- 2017 Greenhill Award for 2016-2017 in recognition of individuals at Harvard Business School whose work on behalf of the School and its mission is exemplary
- 2017 ASFOR Award Best Under 40 Italian Professors (in recognition of management scholars who are Italian, under 40, with a career abroad who have demonstrated excellence), *Associazione Italiana per la Formazione Manageriale*
- 2016 Fellow, Association for Psychological Science
- 2015 World's 40 Best Business School Professors Under 40, *Poets and Quants*
- 2015 Harvard Business School Class of 2015 Faculty Award for Outstanding Teaching
- 2015 Charles M. Williams Award for 2015 in recognition of remarkable teaching in the MBA Program (Harvard Business School)
- 2015 AOM OB Division's Outstanding Publication Award, for the best paper published during 2014 (for "*The contaminating effects of building instrumental ties: How networking can make us feel dirty*")
- 2015 Best Student-Led Conference Paper Award for the 2015 IACM Conference (for "*Handshaking promotes cooperative dealmaking*")

- 2014 Giovane Promessa ('Promising Youth'), General Consulate of Italy in Boston.  
This award is given annually by the General Consulate of Italy in recognition of outstanding achievements of a young professional under 40 with the potential of having an impact.
- 2014 Smith School 2013-2014 ADVANCE Distinguished Woman Scholar, awarded by UMD-NSF ADVANCE Program for Inclusive Excellence
- 2014 AOM OB Division's Outstanding Publication Award, for the best paper published during 2013 (for "*Breaking them in or eliciting their best? Reframing socialization around newcomers' authentic self-expression*")
- 2014 *Finalist* (one of three), Academy of Management 2014 George R. Terry Book Award, Academy of Management (for the book *Sidetracked*)
- 2014 *Finalist* (one of three), Human Resource Division's Scholarly Achievement Award, Human Resource Division of the Academy of Management
- 2013 Honorable Mention for the 2013 Robert B. Cialdini Award for the 2012 publication "*Signing at the beginning makes ethics salient and decreases dishonest self-reports in comparison to signing at the end.*"
- 2013 *Management Science Meritorious Service Award* for notable service to the journal as an Associate Editor.
- 2013 Top 100 under 50 Diverse Emerging Leaders for 2013, Diversity MBA Magazine's 7th Annual Exclusive List.
- 2013 Cummings Scholarly Achievement Award, Academy of Management Organizational Behavior Division.  
This award is given annually by the OB Division of the Academy of Management in recognition of outstanding scholarly achievements of an early- to mid-career scholar.
- 2011 *Finalist* (one of seven), Outstanding Publication in Organizational Behavior Award, Organizational Behavior Division of the Academy of Management, August 2011
- 2009 *Management Science Meritorious Service Award* for notable service to the journal as a reviewer
- 2008 *Best Paper Award*, Conflict Management Division of the Academy of Management, August 2008 (for "*Blinded by anger or feeling the love: How emotions influence advice taking*")
- November 2002 Awarded "Best Graduate" of the years 2000, 2001 and 2002, University of Trento, Trento, Italy
- July 2001 Ranked First in PhD Entrance Exam, Sant'Anna School of Advanced Studies, Pisa, Italy

## TEACHING EXPERIENCE

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2011-2016: Negotiation, MBA course (1 section in 2011, 2013 (Spring and Fall), 2014 (Fall), and 2015 (Spring), 2 sections in 2012), Harvard Business School, Harvard University

Fall 2016, Spring 2018: Micro-theories in Organizational Behavior, PhD course (co-taught with another instructor in 2016), Harvard Business School, Harvard University

Spring 2013, Fall 2014: Experimental Methods, PhD course (co-taught with another instructor), Harvard Business School, Harvard University

Fall 2011, Fall 2013, Fall 2015: Behavioral Approaches to Decision Making, PhD course (co-taught with another instructor in 2013), Harvard Business School, Harvard University

Spring 2010: Negotiation, MBA course (2 sections), Kenan-Flagler Business School, University of North Carolina at Chapel Hill (instructor's rating: 4.8/5)

Fall 2009: Individual Behavior in Organizations, PhD course (co-taught with other three instructors), Kenan-Flagler Business School, University of North Carolina at Chapel Hill

Spring 2009 and 2010: Groups and Teams in Organizations, undergraduate BSBA course (2 sections) and MBA course (2 sections), Kenan-Flagler Business School, University of North Carolina at Chapel Hill (instructor's rating: 4.9/5)

Fall 2007: Business Ethics, Master Program (Heinz School of Public Policy) and MBA course (Tepper School of Business), Carnegie Mellon University (4 invited guest lectures)

Fall 2007 and 2006: Introduction to Organizational Behavior, undergraduate core course (2 sections each year), Tepper School of Business, Carnegie Mellon University

Fall 2005: The Management of Technological Innovation, PhD course (co-taught with another instructor), Harvard Business School, Harvard University.

## **TEACHING EXPERIENCE IN EXECUTIVE PROGRAMS**

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- Behavioral Economics
- Conflict Resolution
- Critical Thinking
- Effective Decision Making
- Emotional Intelligence
- Ethics
- Influence and Persuasion
- Leading Teams
- Leadership and Talent Management
- Negotiation and Deal Making

## **ADVISING**

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### **Dissertation Committees**

- Jeffrey Lees, Harvard Business School, OB (Chair, expected 2020)
- Hayley Blunden, Harvard Business School, OB (Chair, expected 2019)

- Martha Jeong, Harvard Business School, OB (Chair, expected 2018)
- Paul Green, Harvard Business School, Management DBA (Chair, expected 2018)
- Grant E. Donnelly, Harvard Business School, Marketing DBA (member, expected 2018)
- *Lisa Kwan*, Harvard Business School, OB (member, 2017)
- *Ovul Sezer*, Harvard Business School, OB (Co-chair, 2017): now Assistant Professor in Organizational Behavior at Kenan Flagler Business School, University of North Carolina at Chapel Hill
- *Rachel Arnett*, Harvard Business School, OB (member, 2017): now Assistant Professor in the Management Department at Wharton
- *Andrew Brodsky*, Harvard Business School, OB (member, 2017): now Assistant Professor in the Management Department at UT Austin, McCombs School of Business
- *Pinar Fletcher*, Harvard Business School, OB (member, 2016)
- *Ting Zhang*, Harvard Business School, OB (Chair, 2015): now PostDoctoral Fellow at Columbia University
- *Julia Lee*, Kennedy School of Government, Harvard University (Chair, 2014): now Assistant Professor at Ross Business School, Michigan University
- *Silvia Bellezza*, Harvard Business School, Marketing (member, 2015): now Assistant Professor of Marketing at Columbia Business School
- *Johanna Mollerstrom*, Economics Department, Harvard University (member, 2013): now Assistant Professor at the Interdisciplinary Center of Economic Science (ICES) and at the Economics Department at George Mason University
- *Melissa Valentine*, Harvard Business School, OB (member, 2013): now Assistant Professor at Stanford University in the Management Science and Engineering Department
- *Sean Martin*, Cornell University, Management & Organizations (member, 2013): now Assistant Professor in Management and Organization, Boston College Carroll School of Management
- *Catherine Shea*, Duke Management (member, 2013): now Visiting Assistant Professor of Management and Organizations, Kellogg School of Management
- *Laura Brandimarte*, Carnegie Mellon University Heinz College (member, 2012): now Assistant Professor in the Management Information Systems Department at the University of Arizona
- *Maryam Kouchaki*, University of Utah, Organizational Behavior (member, 2012): now Assistant Professor of Management and Organizations, Kellogg School of Management
- *Lisa Shu*, Harvard Business School, OB/Soc. Psych (member, 2012): now Assistant Professor of Organisational Behaviour, London Business School
- *Zach Sharek*, Carnegie Mellon University Organizational Behavior (member, 2012)
- *Zoe Chance*, Harvard Business School, Marketing (member, 2011): now Assistant Professor of Marketing, Yale School of Management
- *David Remund*, UNC School of Journalism (member, 2011): now Assistant Professor at the School of Journalism and Communication, the University of Oregon
- *Joseph Radzevick*, Carnegie Mellon University Organizational Behavior (member, 2011): now Assistant Professor of Management, Gettysburg College
- *Tina Juillerat*, UNC Organizational Behavior (co-chair, 2010): now Principal/Director - Organizational Change Management at Cognizant Business Consulting
- *Kimberly Ling*, Carnegie Mellon University Organizational Behavior (member, 2009): now lecturer in Public Policy at the UCLA Luskin School of Public Affairs

#### **Undergraduate Honor Theses Supervised**

- Charlotte Chang (2012-2014)
- Cole Chokran, Harvard (2012-2013)
- Yihan Tan, Harvard (2011-2012)
- Emily Harburg, Harvard (2010-2011)
- Daron Sharps, UNC OB (2009-2010)



- Chris Myers, UNC OB (2009-2010)
- Jonathan Tugman, UNC OB (2009-2010)
- Carolina Velez, CMU Decision Sciences (2009-2010)
- Andrew Hafenbrack, CMU OB (2007-2008)

## **UNIVERSITY SERVICE**

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### **Harvard Business School, Harvard University**

- Unit Head, NOM (starting July 2018)
- Research Coach (2014-present)
- Member, Subcommittee on the Degree of Doctor of Philosophy in Organizational Behavior (2012-2015)
- Member, HBS Doctoral Program Review Committee (2011-2013)
- Member, Organizational Behavior Doctoral Policy and Admissions Committee (2011-present)
- Member, Organizational Behavior Doctoral Program comps committee (2011-2015)
- Member, NOM unit recruiting committee (2010-present)
- Co-coordinator, NOM seminar series (2011-2015)
- Honor thesis advisor, Harvard College (2010-present)
- Honor thesis reader, Harvard College (2012-present)

### **University of North Carolina at Chapel Hill**

- Coordinator, OB seminar series (2008-2010)
- Co-coordinator, Behavioral Laboratory (2008-2010)
- Coordinator, paid subject pool (2008-2010)
- Coordinator, credit subject pool (2008-2010)
- Director and Founder, Center for Decision Research (CDR) (2008-2010)
- Member, recruiting committee (2008-2010)
- Summer papers reader (2009-2010)
- Honor thesis advisor (2008-2010)
- Honor thesis reader (2008-2010)
- Interviewer, BSBA admissions (2008-2010)

### **Carnegie Mellon University**

- Co-coordinator, CBDR (Center for Behavioral Decision Research) seminar series (2006-2008)
- Co-coordinator, OB subject pool for credit (2006-2008)
- Co-coordinator, paid subject pool (2006-2008)
- Manager, CBDR (2006-2008)
- Summer papers reader (2006-2008)
- Honor thesis advisor (2006-2008)
- Honor thesis reader (2006-2008)

### **Harvard Business School, Harvard University**

- Organizer and Coordinator, Behavioral Operations seminar series (2004-2006)
- Coordinator, Behavioral Operations initiative (2004-2006)

## **PROFESSIONAL ACTIVITIES**

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### **Editor:**

Organizational Behavior and Human Decision Processes (Dec 2016-2019)

**Associate Editor:**

Management Science, Judgment and Decision Making Department (2012-present)  
Organizational Behavior and Human Decision Processes (2012-2015)  
Academy of Management Annals (2013-2015)  
Current Opinion in Psychology, Special Issue on Morality (2015)

**Editorial Board Member:**

Academy of Management Journal (2011-present)  
Administrative Science Quarterly (2014-2016)  
Organizational Behavior and Human Decision Processes (2010-2012)  
Organization Science (2013-present)  
Journal of Personality and Social Psychology: Attitudes & Social Cognition (2013-present)

**Ad-Hoc Reviewing for Journals:**

Acta Psychologica (2009-present)  
Academy of Management Journal (2011-present)  
Academy of Management Review (2013-present)  
Administrative Science Quarterly (2010-present)  
American Economic Review (2011-present)  
Basic and Applied Social Psychology (2012-present)  
Behavioral and Brain Sciences (2013-present)  
Business Ethics Quarterly (2011-present)  
British Journal of Social Psychology (2011-present)  
Cognition (2012-present)  
Communication Research (2012-present)  
Current Directions in Psychological Science (2012-present)  
European Journal of Social Psychology (2011-present)  
European Journal of Law and Economics (2017-present)  
Frontiers in Psychology (2014-present)  
Games and Economic Behavior (2014-present)  
Organizational Behavior and Human Decision Processes (2007-present)  
Organization Science (2007-present)  
Management Science (2007-present)  
Negotiation Journal (2013-present)  
Journal of Applied Psychology (2010-present)  
Journal of Applied Social Psychology (2009-present)  
Journal of Behavioral Decision Making (2007-present)  
Journal of Business Ethics (2017-present)  
Journal of Consumer Research (2011-present)  
Journal of Economic Behavior and Organization (2012-present)  
Journal of Experimental Psychology: Applied (2017-present)  
Journal of Experimental Psychology: General (2011-present)  
Journal of Experimental Social Psychology (2009-present)  
Journal of Management Studies (2007-present)  
Journal of Marketing Research (2013-present)  
Journal of Operations Management (2007-present)  
Journal of Personality and Social Psychology (2011-present)  
Personality and Social Psychology Bulletin (2009-present)  
Personality and Social Psychology Review (2014-present)  
Perspectives on Psychological Science (2015-present)  
Philosophical Psychology (2011-present)

PLoS ONE (2011-present)  
Proceedings of the National Academy of Sciences (2014-present)  
Psychological Bulletin (2015-present)  
Psychological Science (2009-present)  
Quarterly Journal of Economics (2014-present)  
Scandinavian Journal of Economics (2011-present)  
Social Psychological and Personality Science (2009-present)

**Ad-Hoc Reviewing for Conferences and Grant Programs:**

Academy of Management Conference (various divisions) (2005-present)  
US-Israel Bi-national Science Foundation (2010-present)  
European Commission (Marie Curie) Grants (2010-present)  
European Research Council Grants (2014-present)  
National Science Foundation Grants (2009-present)  
Time-sharing Experiments for the Social Sciences (TESS) Grants (2008-present)

**Program Committee:**

Behavioral Decision Research in Management (BDRM) (2012, 2018)  
Academy of Management (AOM), Conflict Management Division, Division Representative at Large (2012-2014)

**PROFESSIONAL AFFILIATIONS**

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- Behavioral Insight Group (BIG), Harvard Kennedy School (2013-present)
- Ethical Systems.Org, invited academic and committee member (2013-present)
- Ethics and Resource Center (ERC) Fellows Program, invited academic (2012-present)
- Foundations of Human Behavior Initiative at Harvard, Affiliate (2014-present)
- Ideas 42, Affiliate (2010-present)
- Integrity by Design, Affiliate (2010-present)
- Mind, Brain, Behavior Initiative at Harvard (2010-present)
- Program on Negotiation (PON), Harvard Law School (2010-present)

**PROFESSIONAL MEMBERSHIPS**

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- Academy of Management (2004-present)
- American Psychological Association (2009-present)
- Association for Psychological Science (2008-present)
- Association for Consumer Research (2010-present)
- International Association for Conflict Management (2007-present)
- Society of Judgment and Decision Making (2004-present)
- Society of Personality and Social Psychology (2008-present)
- American Economic Association (2014-present)

**POPULAR PRESS COVERAGE**

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My work has been covered in various media outlets including the *Atlantic*, *Boston Globe*, *Boston Herald*, *Business Week*, *Christian Science Monitor*, *Cosmopolitan*, *Economist*, *Fast Company*, *Financial Times*, the

*Huffington Post, Harper's Magazine, Harvard Crimson, Harvard Gazette, Harvard Business School Working Knowledge, Inc Magazine, Newsweek, Knowledge@Wharton, the National Post, National Public Radio, Pittsburgh Post-Gazette, Pittsburgh Tribune Review, Psychology Today, Science Daily, Scientific American, the Time, Time Magazine, the Wall Street Journal and USA Today.* My work on the "Counterfeit Self" was featured in the 9th Annual Year In Ideas from The Times Magazine, New York Times.