

## Krishna Savani

February 2023

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Li Ka Shing Tower M857, Hung Hom, Kowloon

### Education

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Ph.D. in Psychology, Stanford University      2010  
B.A. in Economics (with Honors), Stanford University      2005

### Employment

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Professor of Management, *The Hong Kong Polytechnic University*      2022–

Provost's Chair in Business      2019–2022  
Director, Cultural Science Innovations Center      2017–2022  
Associate Professor (with tenure)      2017–2022  
Nanyang Assistant Professor      2016–2017  
Assistant Professor      2015–2016  
*Division of Leadership, Management, and Organisation*  
*Nanyang Business School, Nanyang Technological University*

Assistant Professor of Management and Organisation      2012–2015  
*National University of Singapore*

Postdoctoral Scholar in Management      2010–2012  
*Columbia University*

### Visiting positions

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Visiting Professor, Stanford Graduate School of Business      Spring, 2022  
Visiting Professor, UC Irvine Merage School of Business      Winter, 2022  
Visiting Professor, UC Berkeley Haas School of Business      Fall, 2021

### Awards

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*2021 Responsible Research in Management Award*  
*2020 Nanyang Research Award (Young Investigator)*  
*2020 Research Excellence Award, Nanyang Business School*  
*2018 Poets and Quants "Top 40 Business Professors Under 40"*  
*2016 Research Excellence Award, Nanyang Business School*  
*2016 Singapore Business Review's "18 influential business professors under 40"*  
*2016 Nanyang Assistant Professorship award*  
*2015 Rising Star Award (Inaugural), Association for Psychological Science*  
*2014 Outstanding Educator Award, National University of Singapore Business School*

### Society memberships

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2021 Fellow, Society for Personality and Social Psychology  
2020 Fellow, Association for Psychological Science  
2017 Fellow, Society for Experimental Social Psychology

## Publications

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[\* indicates equal authorship, ^ indicates corresponding author;

Underline indicates current or former student or postdoc;

In most cases, authorship is in order of seniority.]

### Forthcoming

74. Goyal, N., **Savani, K.**, & Morris, M. W. (In press). Spheres of immanent justice: Sacred violations particularly evoke expectations of cosmic punishment, irrespective of societal punishment. *Journal of Experimental Social Psychology*.
73. Degefe, E., Prabowo, Y. D., **Savani, K.**, & Sheetal, A. (In press). Functional analogies increase trust in blackbox AI systems among lay consumers: The case of GeNose C-19. *IEEE Computer*.

### 2023

72. Feng, Z., Zou, K., & **Savani, K.**<sup>^</sup> (2023). Cultural antecedents of virus transmission: Individualism is associated with lower compliance with social distancing rules during the COVID-19 pandemic. *Journal of Personality and Social Psychology*, 124(3), 461–482.
71. Lavanchy, M., Reichert, P., Narayanan, J., & **Savani, K.** (2023). Applicant fairness perceptions of AI-enabled hiring procedures. *Journal of Business Ethics*.
70. Zhan, S., & **Savani, K.**<sup>^</sup> (2023). Relative insensitivity to sample sizes in judgments of frequency distributions: People are similarly confident in the results from 30 versus 3,000 observations. *Decision*, 10(1), 61–80.

### 2022

69. Kitayama, S., Salvador, C. E., Nanakdewa, K., Rossmair, A., San Martin, A., & Savani, K. (2022). Varieties of interdependence and the emergence of the Modern West: Toward the globalizing of psychology. *American Psychologist*, 77(9), 991–1006.
68. Ma, A., **Savani, K.**<sup>^</sup>, Liu, F., Tai, K., & Kay, A. (2022). The mutual constitution of person and culture: The bidirectional relationship between individuals' perceived control and cultural tightness-looseness. *Journal of Personality and Social Psychology*.
67. Madan, S., Ma, A., Pandey, N., Rattan, A., & **Savani, K.**<sup>^</sup> (2022). Support for increasing low wage workers' compensation: The role of fixed-growth mindsets about intelligence. *Journal of Experimental Psychology: General*.
66. Wang, Y., & **Savani, K.**<sup>^</sup> (2022). The salience of choice reduces social responsibility: Evidence from lab experiments and compliance with Covid-19 stay-at-home orders. *PNAS Nexus*, 1, 1–14.
65. Qin, X., Yam, K.-C., ..., & **Savani, K.**<sup>^</sup> (2022). Collectivism impairs team performance when relational goals conflict with group goals. *Personality and Social Psychology Bulletin*.

64. Madan, S., **Savani, K.**, & Johar, G. (2022). How you look is who you are: The appearance reveals character lay theory increases support for facial profiling. *Journal of Personality and Social Psychology*, 123(6), 1223-1242.
63. **Savani, K.**, Morris, M. W., Fincher, K., Lu, J., & Kaufman, S. B. (2022). Experiential learning of cultural norms: The role of implicit and explicit cognitive aptitudes. *Journal of Personality and Social Psychology*, 123(2), 272-291.
62. Madan, S., **Savani, K.**, & Katsikeas, C. (2022). Privacy please: Power distance beliefs and responses to privacy breaches across countries. *Journal of International Business Studies*.
61. Madan, S., Basu, S., Ng, S. & **Savani, K.** (2022). The breadth of normative standards: Antecedents and consequences for individuals and organizations. *Organizational Behavior and Human Decision Processes*, 172, 104181.
60. Chee, V., **Savani, K.**, & Tan, S. K. (2022). Mitigating the influence of analysts who issue aggressive stock price targets: The role of joint versus separate evaluation. *Contemporary Accounting Research*.
59. Feng, Z., Keng-Highberger, F., Li, H., & **Savani, K.** (2022). Implicit morality theories: Employees' beliefs about the malleability of moral character influence their workplace behaviors. *Journal of Business Ethics*.
58. O'Keefe, P., Horberg, L., Chen, P., & **Savani, K.** (2022). Should a passion be pursued as a career? Cultural differences in the emphasis on passion in career decisions. *Journal of Organizational Behavior*, 43, 1475-1495.
57. Yin, Y., **Savani, K.**, & Smith, P. (2022). Power increases perceptions of others' choices, leading people to blame others more. *Social Psychological and Personality Science*, 13(1), 170-177.
56. Lau, E.-H., Rattan, A., Romero-Canyas, R., & Savani, K. (2022). Can culturally relevant frames increase individuals' motivation to contribute to carbon emissions offsets? A test in two nations. *Journal of Cross-Cultural Psychology*, 53(10), 1211-1234.
55. Basu, S., Zhu, J., & **Savani, K.** (2022). The role of social projection in consumers' commonness fallacy. *Psychology and Marketing*, 39, 1698–1705.
54. Sheetal, A., Chaudhury, S. H., & **Savani, K.** (2022). A deep learning model identifies emphasis on hard work as an important predictor of income inequality. *Scientific Reports*, 12, 9845.
53. Sengupta, A., & **Savani, K.** (2022). The cancellation heuristic in intertemporal choice shifts people's time preferences. *Scientific Reports*, 12, 4267.

2021

52. Nanakdewa, K. A., Madan, S., Savani, K.^, & Markus, H. R. (2021). The salience of choice fuels independence: Implications for self-perception, cognition, and behavior. *Proceedings of the National Academy of Sciences*, 118(30), e2021727118.
51. Sheetal, A. & **Savani, K.^** (2021). A machine learning model of cultural change: The role of prosociality, political attitudes, and the Protestant work ethic. *American Psychologist*, 76(6), 997–1012.
50. Husain, F., Shahnawaz, M. G., Khan, N. H., Parveen, H., & Savani, K. (2021). Intention to get COVID-19 vaccines: Exploring the role of attitudes, subjective norms, perceived behavioral control, belief in COVID-19 misinformation, and vaccine confidence in Northern India. *Human Vaccines & Immunotherapeutics*, 17(11), 3941-3953.

2020

49. Sheetal, A., Feng, Z., & **Savani, K.^** (2020). Using machine learning to generate novel hypotheses: Increasing optimism about Covid-19 makes people less willing to justify unethical behaviors. *Psychological Science*, 31, 1222-1235.
- Featured in the [New York Times](#)
48. Feng, Z., Liu, Y., Wang, Z, & **Savani, K.^** (2020). Let's choose one of each: Using the partition dependence bias to increase diversity in hiring decisions. *Organizational Behavior and Human Decision Processes*, 158, 11-26.
- Winner, 2021 Responsible Research in Management Award
  - Runner up, 2021 Parasuraman award for best peer-reviewed journal article in the field of gender and diversity
47. Murphy, M. C., Mejia, A., ..., **Savani, K.**, ..., Pestilli, F. (2020). Open science, communal culture, and women's participation in the movement to improve science. *Proceedings of the National Academy of Sciences*, 117, 24154-24164.
46. Feng, Z. & **Savani, K.^** (2020). Covid-19 created a gender gap in perceived work productivity and job satisfaction: Implications for dual-career parents working from home. *Gender in Management: An International Review*, 35, 719-736.
45. Ding, Y., & **Savani, K.^** (2020). From variability to vulnerability: People exposed to greater variability judge wrongdoers more harshly. *Journal of Personality and Social Psychology*, 118, 1101-1117.
44. Li, S., Kokkoris, M., & **Savani, K.^** (2020). Does everyone have the potential to achieve their ideal body weight? Lay theories about body weight and support for price discrimination policies. *Organizational Behavior and Human Decision Processes*, 157, 129-142.

43. Madan, S., Nanakdewa, K., Savani, K.<sup>^</sup>, & Markus, H. R. (2020). The paradoxical consequences of choice: Often good for the individual, perhaps less so for society. *Current Directions in Psychological Science*, 29, 80-85.

## 2019

42. Morris, M. W., **Savani, K.**, & Fincher, K. (2019). Metacognition fosters cultural learning: Evidence from individual differences and situational prompts. *Journal of Personality and Social Psychology*, 116, 46-68.
41. Madan, S., Basu, S., Rattan, A., & Savani, K.<sup>^</sup> (2019). Support for resettling refugees: Role of fixed-growth mindsets. *Psychological Science*, 30, 238-249.
40. Lin, K. J., Savani, K., & Ilies, R. (2019). Doing good, feeling good? The roles of helping motivation and citizenship pressure. *Journal of Applied Psychology*, 104, 1020-1035.
39. Ma, A., Yang, Y., & Savani, K.<sup>^</sup> (2019). Take it or leave it: A choice mindset leads to greater persistence and better outcomes in negotiations. *Organizational Behavior and Human Decision Processes*, 153, 1-12.
38. Basu, S., & Savani, K. (2019). Choosing among options presented sequentially versus simultaneously. *Current Directions in Psychological Science*, 28, 97-101.
37. **Savani, K.**, & Zou, X. (2019). Making the leader identity salient can be demotivating. *Journal of Experimental Psychology: Applied*, 25, 245-255.
36. Zou, X., & **Savani, K.** (2019). Descriptive norms for me, injunctive norms for you: Using norms to explain the risk gap. *Judgment and Decision Making*, 14, 644-648.
35. Au, E. W., & **Savani, K.<sup>^</sup> (2019). Can we benefit from believing in fate? The belief in negotiating with fate when faced with constraints. *Frontiers in Psychology*, 10, 2354.**
34. Morris, M. W., Fincher, K., & **Savani, K.** (2019). Learning new cultures: Processes, premises, and policies. In D. Cohen & S. Kitayama (Eds.), *Handbook of Cultural Psychology* (2<sup>nd</sup> ed, pp. 478-501). New York, NY: Guilford Press.

## 2018

33. Kouchaki, M., Smith, I., & **Savani, K.** (2018). Does deciding among morally relevant options feel like making a choice? How morality constrains people's sense of choice. *Journal of Personality and Social Psychology*, 115, 788-804.

32. Nai, J., Narayanan, J., Hernandez, I., & **Savani, K.** (2018). People in more diverse neighborhoods are more prosocial. *Journal of Personality and Social Psychology*, *114*, 497-515.
31. Rattan, A., **Savani, K.**, Kommaraju, M., Morrison, M., Boggs, C., & Ambady, N. (2018). Meta-lay theories of scientific potential drive women and minorities' sense of belonging in science. *Journal of Personality and Social Psychology*, *115*, 54-75.
30. Tripathi, R., Cervone, D., & **Savani, K.** (2018). Are the motivational effects of autonomy-supportive conditions universal? Contrasting results among Indians and Americans. *Personality and Social Psychology Bulletin*, *44*, 1287-1301.
29. Lu, L., Li, F., Leung, K. **Savani, K.**, & Morris, M. W. (2018). When can culturally diverse teams be more creative? The role of leaders' benevolent paternalism. *Journal of Organizational Behavior*, *39*, 402-415.

#### 2017

28. Basu, S., & **Savani, K.** (2017). Choosing one at a time? Simultaneously presented options help people make more optimal decisions than sequentially presented options. *Organizational Behavior and Human Decision Processes*, *139*, 76-91.
27. **Savani, K.**, & Job, V. (2017) Reverse ego-depletion: Acts of self-control can improve subsequent performance in Indian cultural contexts. *Journal of Personality and Social Psychology*, *113*, 589-607.
26. **Savani, K.**, Rattan, A., & Dweck, C. S. (2017). Is education a fundamental right? People's lay theories about intellectual potential drive their positions on education. *Personality and Social Psychology Bulletin*, *43*, 1284-1295.
25. **Savani, K.**, Stephens, N. M., & Markus, H. R. (2017). Choice as an engine of analytic thought. *Journal of Experimental Psychology: General*, *146*, 1234-1246.
24. Uchida, Y., **Savani, K.**, Hitokoto, H., & Kaino, K. (2017). Do you always choose what you like? Subtle social cues increase preference-choice consistency among Japanese but not among Americans. *Frontiers in Psychology*, *8*.

#### 2016

23. **Savani, K.**, Mead, N. L., Stillman, T., & Vohs, K. D. (2016). No match for money: Even in intimate relationships and collectivistic cultures, reminders of money weaken sociomoral responses. *Self and Identity*, *15*, 342-355.

2015

22. Kumar, S., **Savani, K.**, Sanghai, A., Pochkhanawalla, S., Dhar, S., Ramaswami, A., & Markus, H. R. (2015). Indian employees' attitudes toward poaching. *Business Perspectives and Research*, 3, 81-94.
21. Rattan, A., **Savani, K.**, Chugh, D., & Dweck, C. S. (2015). Leveraging mindsets to promote academic achievement: Policy recommendations. *Perspectives on Psychological Science*, 10, 721-726.
20. **Savani, K.**, Cho, J., Baik, S., & Morris, M. W. (2015). Culture and judgment and decision making. In G. Keren & G. Wu (Eds.), *Blackwell Handbook of Judgment and Decision Making* (pp. 456-477). West Sussex, UK: Wiley.
19. **Savani, K.** & King D. (2015). Perceiving outcomes as determined by external forces: The role of *event construal* in attenuating the outcome bias. *Organizational Behavior and Human Decision Processes*, 130, 136-146.
18. **Savani, K.**, Wadhwa, M., Uchida, Y., Ding, Y., & Naidu, N. V. R. (2015). When norms loom larger than the self: Susceptibility of preference-choice consistency to normative influence across cultures. *Organizational Behavior and Human Decision Processes*, 129, 70-79.

2014

17. Morris, M. W., **Savani, K.**, Mor, S., & Cho, J. (2014). When in Rome: Intercultural learning and implications for training. *Research in Organizational Behavior*, 34, 189-215.
16. Morris, M. W., **Savani, K.**, Roberts, R. D. (2014). Intercultural competence, assessment, and learning: Implications for organizational and public policies. *Policy Insights from Behavioral and Brain Sciences*, 1, 63-71.

2013

15. Ilies, R., Peng, C., **Savani, K.**, & Dimotakis, N. (2013). Guilty and helpful: An emotion-based reparatory model of voluntary work behavior. *Journal of Applied Psychology*, 98, 1051-1059.
14. **Savani, K.**, Alvarez, A., Mesquita, B., & Markus, H. R. (2013). Feeling close and doing well: The prevalence and motivational effects of interpersonally engaging emotions in Mexican and European American cultural contexts. *International Journal of Psychology*, 48, 682-694.

2012

13. Au, E. W. M., Chiu, C. Y., Chaturvedi, A., Mallorie, L., Vishwanathan, M., Xue, Z., & **Savani, K.** (2012). Negotiable fate: Social ecological foundation and psychological functions. *Journal of Cross-Cultural Psychology, 43*, 931-942.
12. Patel, N., **Savani, K.**, Dave, P., Shah, K., Klemmer, S., & Parikh, T. (2012). Power to the peers: Authority of source effects for a voice-based agricultural information service in rural India. *Information Technologies and International Development, 9*, 81-93.
11. Rattan, A.\*, **Savani, K.\***, Naidu, N. V. R., & Dweck, C. S. (2012). Can everyone become intelligent? Cultural differences and societal consequences of the belief in a universal potential for intelligence. *Journal of Personality and Social Psychology, 103*, 787-803.
10. **Savani, K.\***, & Rattan, A.\* (2012). A choice mindset increases the acceptance and maintenance of wealth inequality. *Psychological Science, 23*, 796-804.
9. **Savani, K.** & Markus, H. R. (2012). Evidence for cultural expertise in dynamic visual attention: European Americans outperform Asians in multiple object tracking. *Journal of Experimental Social Psychology, 40*, 766-769.
8. **Savani, K.**, Morris, M. W., Naidu, N. V. R. (2012). Deference in Indians' decision making: Introjected goals or injunctive norms? *Journal of Personality and Social Psychology, 104*, 685-699.

2011

7. Au, E. W. M., Chiu, C. Y., Chaturvedi, A., Mallorie, L., Vishwanathan, M., Xue, Z., & **Savani, K.** (2011). Maintaining faith in agency under immutable constraints: Cognitive consequences of believing in negotiable fate. *International Journal of Psychology, 46*, 463-474.
6. Doyle, J. R., Chen, C. H., & **Savani, K.** (2011). New designs for research in delay discounting. *Judgment and Decision Making, 6*, 759-770.
5. **Savani, K.**, Kumar, S., Naidu, N. V. R., & Dweck, C. S. (2011). Beliefs about emotional residue: The idea that emotions leave a trace in the physical environment. *Journal of Personality and Social Psychology, 101*, 684-701.
4. **Savani, K.**, Morris, M. W., Naidu, N. V. R., Kumar, S., & Berlia, N. (2011). Cultural conditioning: Understanding interpersonal accommodation in India and the U.S. in terms of the modal characteristics of interpersonal influence situations. *Journal of Personality and Social Psychology, 100*, 84-102.

3. **Savani, K.**, Stephens, N. M., & Markus, H. R. (2011). The unanticipated interpersonal and societal consequences of choice: Victim-blaming and reduced support for the public good. *Psychological Science*, 22, 795-802.

#### 2010 and previous

2. **Savani, K.**, Markus, H. R., Naidu, N. V. R., Kumar, S., & Berlia, V. (2010). What counts as a choice? U.S. Americans are more likely than Indians to construe actions as choices. *Psychological Science*, 21, 391-398.
1. **Savani, K.**, Markus, H. R., & Conner, A. L. (2008). Let your preference be your guide? Preferences and choices are more tightly linked for North Americans than for Indians. *Journal of Personality and Social Psychology*, 95, 861-876.

#### **Editorial Service**

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*Journal of Personality and Social Psychology*, Associate Editor, 2019-2022

*Management and Organization Review*, Senior Editor, 2018

*Social and Personality Psychology Compass*, Section Editor, 2015-2018

*Organizational Behavior and Human Decision Processes*, Editorial board member, 2013-present

*Personality and Social Psychology Bulletin*, Editorial board member, 2013-present

*Personnel Assessment and Decisions*, Editorial board member, 2017-present

*Asian Journal of Social Psychology*, Editorial board member, 2016-2018

*Frontiers in Psychology*, Editorial board member, 2016-2017

#### **Competitive grants**

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*Highlighting the Power of Individuals' Choice and Agency to Prevent Illicit Drug Activities* (PI). Singapore Ministry of Home Affairs. US\$228,420.

*Taking Advantage of the Future Economy: Role of Universal Mindsets* (PI). Singapore Social Science Research Council. US\$443,481.

*Enhancing productivity of innovations across cultures for Singapore* (Co-PI). Singapore Social Science Research Council. US\$1,726,201.

*Cultural Differences in Memory Processes: Evidence from Part-set Cueing Deficit and Collaborative Inhibition* (PI). Singapore Ministry of Education ACRF Tier 1 Grant. US\$72,400.

*Achieving "Car-Lite Singapore": Understanding Motorist Behavior and Developing Interventions* (PI). Behavioral Studies in the Energy, Water, Waste and Transportation Sectors. US\$496,241.

*Influence of Social Motivations on Cultural Learning, Adjustment, and Integration* (PI). Singapore Social Science Research Council. US\$411,987.

*Psychological Consequences of Exposure to Variability* (PI). Nanyang Assistant Professorship Award. US\$646,655.

*Role of Implicit Processes in Cultural Learning* (PI). Singapore Ministry of Education ACRF Tier 2 Grant. US\$204,714.

*Cultural Differences in Meta-norms* (PI). Singapore Ministry of Education ACRF Tier 1 Grant. US\$66,112.

*Humanities and Social Sciences Fellowship* (PI). National University of Singapore. US\$40,000.

*Improving Quality of Decision Making Through an Active Decision Making Mindset* (PI). Singapore Ministry of Education ACRF Tier 1 Grant. US\$28,960.

*Decision Making in Indian Cultural Contexts* (Co-PI). Singapore Ministry of Education ACRF Tier 1 Grant. US\$55,680.

### **Courses Taught**

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*The Science of Decision Making*, Instructor (BBA course Nanyang Business School)  
Course evaluation rating: **4.6** / 5.0 (Spring 2021)

*Managerial Decision Making*, Instructor (MBA course, Nanyang Business School)  
Course evaluation rating: **4.6** / 5.0 (Fall 2015-2020)

*Managerial Decision Making*, Instructor (MBA course, NUS Business School)  
Course evaluation rating: **4.7** / 5.0 (Spring 2013, Fall 2013, Fall 2014)

*Managerial and Organizational Cognition* (BBA course, NUS Business School)  
Course evaluation rating: **4.8** / 5.0 (Spring 2013, Fall 2013, Fall 2014)

*Negotiations and Bargaining*, Instructor (BBA course, NUS Business School)  
Course evaluation rating: **4.5** / 5.0 (Fall 2013)

*Negotiation and Influence in Asia*, Co-Instructor (Executive Education course, NUS)  
Course evaluation rating: **4.5** / 5.0 (2012-2015)

### **Mentoring**

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#### *Former Postdocs:*

Shilpa Madan (Assistant Professor, Virginia Tech University)

Vincent Chee (Assistant Professor, Lancaster University, UK)

Zhiyu Feng (Assistant Professor, Renmin University, China)

Shaobo Li (Assistant Professor, Southern University of Science and Technology)

Arjun Sengupta (Assistant Professor, University of Nottingham)

Wang Yan (Research Fellow, Nanyang Technological University)

#### *Former PhD students:*

Elizabeth Demisse Degefe (Postdoc, Duke University)

Kevin Nanakdewa (Postdoc, University of Toronto)

Lee Rui Ling (Industry)

*Former research assistants:*

Anyi Ma (Assistant Professor, Tulane University)  
 Yu Ding (Assistant Professor, Stanford Graduate School of Business)  
 Li Shi Tan (PhD student, Leeds University)  
 Ee Hwee Lau (PhD student, London Business School)  
 Velvetina Lim (PhD student, University College London)  
 Sylvia Chin (PhD student, UC Berkeley Haas School of Business)

**Invited Talks**


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05/2022	New York University, Motivational Psychology Lab
04/2022	Yale University, Department of Psychology
04/2022	Duke University, Department of Psychology
04/2022	Stanford Graduate School of Business
04/2022	San Diego State University
11/2021	Hong Kong University
11/2021	Hong Kong University of Science and Technology
10/2021	Imperial College London Business School
10/2021	Stanford University, Department of Psychology
10/2021	International Association for Conflict Management
10/2021	Computational Culture Laboratory, Stanford and UC Berkeley
09/2021	Hong Kong Polytechnic University, Faculty of Business
09/2021	UC Berkeley Haas School of Business
05/2021	IESE Barcelona
04/2021	Lee Kong Chian School of Business, Singapore Management University
04/2021	Renmin University School of Business
03/2021	George Washington University School of Business
02/2021	Marshall School of Business, University of Southern California
01/2021	Owen School of Management, Vanderbilt University
11/2020	Yale School of Management, Yale University
10/2020	INSEAD Singapore
03/2020	Columbia Business School, Columbia University
02/2020	Kellogg School of Management, Northwestern University
05/2019	Xi'an Jiaotong University Business School, China
04/2019	Southwestern University of Finance and Economics, China
03/2019	Mindsets and Organizational Transformation, London Business School
02/2019	University of California at Irvine, Merage School of Business
10/2018	National Taiwan University
10/2018	National Cheng Kung University, Taiwan
10/2018	Taiwanese Psychological Association Annual Conference
05/2018	Association for Psychological Science Annual Conference
05/2018	Duke University Fuqua School of Business
03/2018	University of Michigan, Institute for Social Research

03/2018 Society for Personality & Social Psychology, Culture Preconference  
02/2018 University of Sydney Business School  
11/2017 University of New South Wales Business School  
07/2017 WU University Vienna, School of Business  
02/2017 University of Lausanne, HEC Business School  
10/2016 Peking University, Guanghua School of Management  
09/2015 National University of Singapore, Department of Political Science  
11/2014 UCLA Anderson School of Business  
11/2014 Nanyang Technological University, Nanyang Business School  
10/2014 HKUST Division of Social Science  
04/2014 Singapore University of Technology and Design  
10/2013 Singapore Management University, Behavioral Science Institute  
06/2013 University of Zurich, Department of Psychology  
05/2013 Indian School of Business  
01/2013 China-Europe International Business School (CEIBS)  
12/2012 Indian Institute of Management, Bangalore  
11/2012 Kyoto University Kokoro Research Center  
03/2012 National University of Singapore Business School  
02/2012 University of California at San Diego, Rady School of Business  
01/2012 London Business School  
12/2011 INSEAD Singapore  
11/2011 University of Chicago Booth School of Business  
10/2011 University of Virginia Batten School of Leadership and Public Policy  
10/2011 Stanford Graduate School of Business  
05/2011 New York University Stern School of Business  
05/2010 Columbia Business School  
02/2010 HEC Paris  
01/2010 UC Berkeley, Haas School of Business

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