

ALISON WOOD BROOKS

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Negotiation, Organizations & Markets Unit
Harvard Business School, Boston, MA 02163

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[HBS Faculty Webpage](#)

ACADEMIC POSITIONS

Harvard Business School

O'Brien Associate Professor of Business Administration (July 2019—)
Hellman Faculty Fellow (September 2016—)
Assistant Professor of Business Administration (July 2013-2019)
Negotiation, Organizations & Markets Unit

EDUCATION

The Wharton School, University of Pennsylvania

Ph.D., Operations and Information Management, Decision Processes

Princeton University

A.B., Psychology and Finance
Magna cum laude with high honors

JOURNAL PUBLICATIONS

Cooney*, G., Mastroianni*, A., Abi-Esber*, N., & **Brooks, A.W.** (2020). The many minds problem: Disclosure in dyadic vs. group conversation. *Current Opinion in Psychology*, 31, 22-27.

*Authors contributed equally.

Yeomans, M., **Brooks, A.W.**, Huang, K., Gino, F., & Minson, J. (2019). It helps to ask: The cumulative benefits of asking follow-up questions. *Journal of Personality and Social Psychology*, 117(6), 1139-1144.

Blunden, H., Logg, J., **Brooks, A.W.**, John, L., & Gino, F. (2019). Seeker beware: The costs of ignoring advice. *Organizational Behavior and Human Decision Processes*.

Brooks, A.W., Huang, K., Abi-Esber, N., Hall, B., Buell, R., & Huang, L. (2019). Mitigating envy: Why successful individuals should reveal their failures. *Journal of Experimental Psychology: General*.

Huang, K., Yeomans, M., **Brooks, A.W.**, Gino, F., & Minson, J. (2017). It doesn't hurt to ask: Question-asking increases liking. *Journal of Personality and Social Psychology*, 113(3), 430-452.

Bitterly, B.T., **Brooks, A.W.**, & Schweitzer, M.E. (2016). Risky business: When humor increases and decreases status. *Journal of Personality and Social Psychology*, 112 (3), 431-455.

Brooks, A.W.*, Schroeder, J.*, Risen, J., Gino, F., Galinsky, A., Norton, M.I. & Schweitzer, M.E. (2016). Don't stop believing: Rituals improve performance by decreasing anxiety, *Organizational Behavior and Human Decision Processes*, 137, 71-85.

*Authors contributed equally.

Wolf, E.B., Lee, J.J., Sah, S., & **Brooks, A.W.** (2016). Managing perceptions of distress at work: Reframing emotion as passion, *Organizational Behavior and Human Decision Processes*, 137, 1-12.

Gino, F., Wilmut, C.A., & **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.

Todd, A.R., Forstmann, M., Burgmer, P., **Brooks, A.W.**, & Galinsky, A.D. (2015). Anxious and egocentric: How specific emotions influence perspective taking, *Journal of Experimental Psychology: General*, 144(2), 374-391.

Brooks, A.W., Gino, F., & Schweitzer, M.E. (2015). Smart people ask for (my) advice: Seeking advice boosts perceptions of competence, *Management Science*, 61(6), 1421-1435.

Zhang, T., Kim, T., **Brooks, A.W.**, Gino, F., & Norton, M.I. (2014). A "present" for the future: The unexpected value of rediscovery, *Psychological Science*, 25(10), 1851-1860.

Brooks, A.W., Huang, L., Kearney, S.W., & Murray, F. (2014). Investors prefer entrepreneurial ventures pitched by attractive men, *Proceedings of the National Academy of Sciences*, 111(12), 4427-4431.

Brooks, A.W. (2014). Get excited: Reappraising pre-performance anxiety as excitement, *Journal of Experimental Psychology: General*, 143(3), 1144-1158.

- Awarded Outstanding Dissertation Award by the International Association for Conflict Management (2013)

Brooks, A.W., Dai, H., & Schweitzer, M.E. (2013). I'm sorry about the rain! Superfluous apologies demonstrate empathic concern and increase trust, *Social Psychology and Personality Science*, 5(4), 467-474.

Gino, F., **Brooks, A.W.**, & Schweitzer, M.E. (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.

Brooks, A.W. & Schweitzer, M.E. (2011). Can Nervous Nelly negotiate? How anxiety causes negotiators to make low first offers, exit early, and earn less profit. *Organizational Behavior and Human Decision Processes*, 115, 43-54.

- Awarded Best Conference Paper with a Student as First Author by the International Association for Conflict Management (2010)

Haselhuhn, M., Schweitzer, M.E., & **Wood, A.** (2010). How implicit beliefs influence trust recovery. *Psychological Science*, 21(5), 645-648.

Fernandes, C., Yu, S., Howell, T., Kilduff, G., Pettit, N. & **Brooks, A.W.** Status variance: Higher variance in one's status across groups improves interpersonal outcomes but harms subjective well-being, *invited for third-round review*.

Yip, J., Lee, K., Chan, C. & **Brooks, A.W.** Thanks for nothing: Expressions of gratitude invite exploitation by competitors, *invited for second-round review*.

Yeomans, M. & Brooks, A.W. Topic preference detection in conversation: A novel approach to understand perspective taking, *invited for second-round review*.

Bitterly, B., **Brooks, A.W.**, Aaker, J., & Schweitzer, M.E. Why women laugh more than men, *under review*.

Collins, H., Minson, J., Kristal, A., & **Brooks, A.W.** Perceptions of conversational listening are inaccurate, *under review*.

Donnelly, G. & **Brooks, A.W.** How to get out of jail: An analysis of apologies made during parole hearings, *under review*.

WORK IN PROGRESS

Abi-Esber, N., Yeomans, M., Berger, J., & **Brooks, A.W.** The power of preparation: Brainstorming topics before conversing increases enjoyment and information exchange.

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

Hauser, R., Yeomans, M., Norton, M.I., & **Brooks, A.W.**, Boomerasking: Asking questions in conversation (and answering them yourself).

Quoidbach, J., Bustin, G., Turek, A. & **Brooks, A.W.** Gender, attractiveness, and entrepreneurial persuasion: Replication and extensions from Kickstarter.

Collins, H., Hagerty, S., Norton, M.I., Quoidbach, J., & **Brooks, A.W.** Convodiversity: Conversing with a greater diversity of people increases subjective well-being.

Collins, H., Sezer, O., Bitterly, B., **Brooks, A.W.**, Norton, M.I., & Schweitzer, M.E. Call-backs as inside talk.

Abi-Esber, N., Mastroianni, A., & **Brooks, A.W.** How do people rely on verbal v. nonverbal v. prosodic conversational cues to draw interpersonal inferences?

POPULAR PRESS / BUSINESS ARTICLES

Bitterly, B. & **Brooks, A.W.** Sarcasm, Self-Deprecation, and Inside Jokes: A User's Guide to Humor at Work. *Harvard Business Review*. July/August 2020.

Brooks, A.W. & John, L.K. The Surprising Power of Questions: It Goes Far Beyond Exchanging Information. *Harvard Business Review*. May/June 2018.

Brooks, A.W. Brag Wisely. *Behavioral Scientist*. December 2017.

Brooks, A.W. & Bitterly, T.B. Why It Pays Off to Be Funny at Work—Usually. *Wall Street Journal*. February 2017.

Brooks, A.W. Cracking a joke at work can make you seem more competent, *Harvard Business Review*, January 2017.

Brooks, A.W. Performing a ritual before a stressful task improves performance, *Harvard Business Review*, January 2017.

Brooks, A.W. Dear Negotiation Coach: When should I say “thank you?” *Negotiation Briefings, Program on Negotiation*, November 2016.

Brooks, A.W. How to Get More Out of Workplace Conversations, *Wall Street Journal*, October 2016.

Brooks, A.W. Dear Negotiation Coach: Ask More Questions, *Negotiation Briefings, Program on Negotiation*, March 2016.

Brooks, A.W. Emotion and the Art of Negotiation: How to use your feelings to your advantage, *Harvard Business Review*, December 2015.

Gino, F. & **Brooks, A.W.** Lean in to be stretched thin? *Scientific American Mind*, November 2105.

Gino, F. & **Brooks, A.W.** Explaining gender differences at the top, *Harvard Business Review*, September 2015.

Schweitzer, M.E., **Brooks, A.W.**, & Galinsky, A.D. The Organizational Apology: A Step-by-Step Guide, *Harvard Business Review*, September 2015.

Brooks, A.W. & Gino, F. Asking for Advice Makes a Good Impression, *Scientific American Mind*, 26(2), February 2015.

Brooks, A.W. Dear Negotiation Coach: Defusing Negotiation Anxiety, *Negotiation Briefings, Program on Negotiation*, 17(3), March 2014.

COURSE MATERIALS

Completed

Brooks, Alison Wood and Trevor Spelman, “Gong: Resonating Conversational Insights” Harvard Business School Case

- Taught in MBA Elective Curriculum at HBS: How to TALK gooder in business and life (April 2020)

Coffman, Katherine and Brooks, Alison Wood, “The Boss Has the Wrong Idea,” Harvard Business School Teaching Note

- Taught in MBA Elective Curriculum at HBS: How to TALK gooder in business and life, Leading Difference (April 2020)

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

- Taught in MBA Required Curriculum at HBS: FIELD Foundations (Fall 2016, 2017, 2018)
- Taught in Executive Education at HBS: Changing the Game Program (Summer 2017)
- Taught in Short Intensive Program at HBS: How to talk gooder in business and life (January 2019)
- Taught in Executive Education at HBS (November 2019)

Brooks, Alison Wood and Katherine B. Coffman, “Harvard Men’s Soccer,” Harvard Business School Case 918-011 (2017) [18p].

- Taught in MBA Required Curriculum at HBS: FIELD Foundations (Fall 2017)

Brooks, Alison Wood and Katherine B. Coffman, “Harvard Men’s Soccer,” Harvard Business School Teaching Note 918-029 (2017) [13p].

- Taught in MBA Required Curriculum at HBS: FIELD Foundations (Fall 2017)

Brooks, Alison Wood, Julia Lee, Francesca Gino, and Bradley Staats, “Advika Consulting Services: Challenges and Opportunities in Managing Human Capital,” Harvard Business School Case 916-033 (2016) [13p].

- Taught in MBA Elective Curriculum at HBS: Managing Organizations and Motivating for Value (Spring 2016)

Brooks, Alison Wood, Julia Lee, Francesca Gino, and Bradley Staats, “Advika Consulting Services: Challenges and Opportunities in Managing Human Capital,” Harvard Business School Teaching Note 918-038 (2018) [13p].

- Taught in MBA Elective Curriculum at HBS: Managing Organizations and Motivating for Value (Spring 2016)

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

- Taught in MBA Elective Curriculum at HBS: Negotiation (Spring 2017, 2018)

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

- Taught in MBA Elective Curriculum at HBS: Negotiation (Spring 2017, 2018)

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

- Taught in MBA Elective Curriculum at HBS: Negotiation (Spring 2017, 2018)

In Preparation

Brooks, Alison Wood, “10 questions to fall in like,” Harvard Business School Exercise (2020)

- Taught in MBA Elective Curriculum at HBS: How to talk gooder in business and life (Spring 2020)

Brooks, Alison Wood, “Asking and answering hard questions,” Harvard Business School Exercise (2020)

- Taught in MBA Elective Curriculum at HBS: How to talk gooder in business and life (Spring 2020)

Brooks, Alison Wood, “Be a journalist,” Harvard Business School Exercise (2020)

- Taught in MBA Elective Curriculum at HBS: How to talk gooder in business and life (Spring 2020)

Brooks, Alison Wood, Michael I. Norton, “Feedback Workshop,” Harvard Business School Exercise (2020)

- Taught in MBA Elective Curriculum at HBS: How to talk gooder in business and life (Spring 2020)

Brooks, Alison Wood, “Conversation recall,” Harvard Business School Exercise (2020)

- Taught in MBA Elective Curriculum at HBS: How to talk gooder in business and life (Spring 2020)
- Brooks, Alison Wood, “Chat Circle,” Harvard Business School Exercise (2020)
- Taught in MBA Elective Curriculum at HBS: How to talk gooder in business and life (Spring 2020)

Brooks, Alison Wood, Francesca Gino, Julia Minson, “Receptiveness to Opposing Views,” Harvard Business School Exercise (2020)

- Taught in MBA Elective Curriculum at HBS: How to talk gooder in business and life (Spring 2020)
- Taught at Columbia Business School

Brooks, Alison Wood and Francesca Gino, “List Your Goals,” Harvard Business School Exercise (2018).

- Taught in MBA Required Curriculum at HBS: FIELD Foundations (Fall 2016, 2017)
- [Taught in Behavioral Exchange Conference 2016](#)

Brooks, Alison Wood, Michael I. Norton, and Oliver Hauser, “Irrationality in Action,” Harvard Business School Exercise (2018).

- Taught in MBA Required Curriculum at HBS: FIELD Foundations (Fall 2016, 2017)

AWARDS

McKinsey Award, Finalist for Best Article in *Harvard Business Review* in 2018

- For “The Surprising Power of Questions” (with Leslie K. John)

Association for Psychological Science (APS) Rising Star Award (January 2019)

Robert F. Greenhill Award (March 2018)

- Awarded annually for significant contributions to the Harvard Business School community

Hellman Faculty Fellow

- Awarded to one junior female faculty member at HBS annually to recognize outstanding research contributions (September 2016)

Outstanding Dissertation Award

- Awarded bi-annually by the *International Association for Conflict Management* (June 2013)

Best Conference Paper with a Student as First Author

- Awarded annually by the *International Association for Conflict Management* (June 2010)

Winkelman Fellowship

- Awarded to one 3rd year PhD student annually who has shown the greatest academic job potential across all departments at Wharton (July 2010)

OPIM Scholar Award

- Awarded to one OPIM PhD student annually who has made exceptional progress toward the OPIM PhD degree (November 2009)

Wharton Risk Center Russell Ackoff Doctoral Student Fellowship Award, 2009-2013

Wharton Doctoral Fellowship, 2008- 2013

Princeton University Miller-Schroeder Memorial Thesis Prize, May 2008

Sigma Xi Psychology Honor Society, May 2008

National Science Foundation Undergraduate Research Grant, 2006- 2008

PROFESSIONAL AFFILIATIONS

Academy of Management (2007-present)

International Association for Conflict Management (2010-present)

Society for Judgment and Decision Making (2006-present)
Society for Personality and Social Psychology (2011-present)
American Psychological Association (2013-present)
Behavioral Insights Group (BIG), Harvard University (2013-present)
Program on Negotiation, Harvard University (2013-present)

CONFERENCE PRESENTATIONS

Brooks, A.W. New methods in negotiation and conversation research

- AI and Negotiation, June 2020 (Boston)
- Academy of Management, August 2019 (Boston)
- Academy of Management, August 2018 (Chicago)

Donnelly, G. & Brooks, A.W. How to get out of jail: An analysis of apologies made during parole hearings.

- International Association for Conflict Management, July 2019 (Dublin)

Bitterly, T.B., Brooks, A.W., Aaker, J., & Schweitzer, M.E. Why women laugh more than men

- Academy of Management, August 2019 (Boston)
- International Association for Conflict Management, July 2019 (Dublin)
- Academy of Management, August 2018 (Chicago) • International Association for Conflict Management, July 2018 (Philadelphia)
- Boston College Judgment and Decision Making Day, November 2018 (Boston)

Yeomans, M. & Brooks, A.W. Topic selection in conversation

- International Association for Conflict Management, July 2019 (Dublin)
- International Association for Conflict Management, July 2018 (Philadelphia)

Yip, J., Lee, K., Chan, C. & Brooks, A.W. Thanks for nothing: Expressions of gratitude invite exploitation by competitors

- International Association for Conflict Management, July 2018 (Philadelphia)
- Academy of Management, August 2017 (Atlanta)
- American Psychological Society, May 2017 (Boston)

Fernandes, C. & Brooks, A.W., Status (In)consistency across groups: Impact on perceptions and well-being

- Academy of Management, August 2017 (Atlanta)

Blunden, H., John, L., Gino, F., & Brooks, A.W., Seeker beware: The costs of ignoring advice

- International Association for Conflict Management, June 2016 (New York)

Sezer, O., Brooks, A.W., Gino, F., & Norton, M.I. Backhanded compliments: How implicit social comparison undermines positive feedback

- International Association for Conflict Management, July 2018 (Philadelphia)
- International Association for Conflict Management, June 2017 (Berlin)
- International Association for Conflict Management, June 2016 (New York)

Gino, F., Sezer, O., Huang, L. & Brooks, A.W. To be or not to be your authentic self: Catering to others' preferences increases anxiety and hinders performance

- Academy of Management, August 2016 (Anaheim)

Bitterly, B.T., Brooks, A.W., & Schweitzer, M.E. Risky business: When humor increases and decreases status

- International Association for Conflict Management, June 2017 (Berlin)
- Academy of Management, August 2016 (Anaheim)
- International Association for Conflict Management, June 2016 (New York)
- Academy of Management, August 2015 (Vancouver)
- International Association for Conflict Management, June 2015 (Clearwater Beach)

Wolf, E.B., Lee, J.J., Sah, S., & Brooks, A.W. Managing perceptions of distress at work: Suppressing or reframing distress as passion.

- Academy of Management, August 2017 (Atlanta)
- Academy of Management, August 2016 (Anaheim)
- International Association for Conflict Management, July 2015 (Clearwater Beach)

Huang, K., Yeomans, M., Brooks, A.W., Gino, F., & Minson, J. It doesn't hurt to ask: Question-asking encourages self-disclosure and increases liking

- Academy of Management, August 2017 (Atlanta)
- Academy of Management, August 2016 (Anaheim)
- International Association for Conflict Management, June 2016 (New York)
- Boston College JDM Conference, April 2016 (Boston)

Gino, F., Wilmut, C.A., & Brooks, A.W. Compared to men, women view professional advancement as equally attainable, but less desirable

- Academy of Management, August 2015 (Vancouver)

Huang, K., Brooks, A.W., Hall, B., & Buell, R. Mitigating envy: Why successful individuals should reveal their failures.

- Academy of Management, August 2017 (Atlanta)
- Academy of Management, August 2015 (Vancouver)
- International Association for Conflict Management, July 2015 (Clearwater Beach)
- Society for Affective Science, April 2015 (New York)
- Academy of Management, August 2014 (Philadelphia)

Brooks, A.W., Gino, F., & Schweitzer, M.E. Smart people ask for (my) advice: Seeking advice boosts perceptions of competence.

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

Brooks, A.W. Get excited: Reappraising pre-performance anxiety as excitement.

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

Brooks, A.W., Schweitzer, M., & Dai, H. I'm sorry about the rain! Superfluous apologies demonstrate empathic concern and increase trust.

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

Brooks, A.W., Schroeder, J., Risen, J., Gino, F., Galinsky, A., Norton, M.I., & Schweitzer, M.E. Don't stop believing: Coping with anxiety through rituals.

- Academy of Management, August 2016 (Anaheim)
- European Association of Social Psychology, July 2014 (Amsterdam)
- Academy of Management, August 2013 (Orlando)
- Behavioral Decision Research in Management, June 2012 (Boulder)

Gino, F., Brooks, A.W., & Schweitzer, M.E. Anxiety, advice, and the ability to discern: Feeling anxious makes people seek and use advice.

- Society for Judgment and Decision Making, November 2011 (Seattle)
- Academy of Management, August 2010 (Montreal)
- Behavioral Decision Research in Management, June 2010 (Pittsburgh)

Brooks, A.W., Moran, S., Schweitzer, M. Glad to be mad: When negotiators strategically choose to feel angry.

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

Brooks, A.W. & Schweitzer, M. Can Nervous Nelly negotiate? How anxiety causes negotiators to make low first offers, exit early, and earn less profit.

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

Wood, A. & Murphy R.O. The trust allocator game: Observing the effects of credible signaling on trust dynamics in dyads.

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

DISCUSSANT / PANELIST

July 2020	<i>How Technology is Changing Human Communication.</i> Tech Talk (Psych of Tech)
June 2020	<i>New Insights into Psychological Processes.</i> AI and Negotiation Conference (HBS)
August 2019	<i>Creativity in Research.</i> Harvard Behavioral Insights Group Doctoral Workshop (HBS)
July 2019	<i>Convene and connect Mentor.</i> IACM 2019 (Dublin)
August 2018	<i>Passion Symposium Discussant.</i> Academy of Management 2018 (Chicago)
August 2018	<i>New Experimental Methods to Study Negotiations.</i> Academy of Management 2018
July 2018	<i>Teaching Innovations.</i> International Association for Conflict Management 2018 (Phila)
June 2018	<i>Venture Capital.</i> Harvard Kennedy School WAPPP Gender and Tech Conference 2018
August 2017	<i>The Productivity Process.</i> Academy of Management 2017 (Atlanta)
July 2017	<i>Research Resources.</i> Harvard Business School faculty START program
July 2017	<i>BIG doctoral student workshop.</i> Harvard University
July 2016	<i>Research Resources.</i> Harvard Business School faculty START program
August 2016	<i>The Productivity Process.</i> Academy of Management 2016 (Anaheim)
August 2016	<i>BIG doctoral student workshop.</i> Harvard University

INVITED PRESENTATIONS

6/10/2012	University of Pennsylvania, Decision Processes Colloquium
12/8/2012	New York University, Stern School of Business, OB Department
12/10/2012	London Business School, Organisational Behaviour
1/4/2013	MIT Sloan School of Management, Organizational Studies
1/6/2013	Harvard Business School, NOM Unit
11/12/2014	Stanford University, Graduate School of Business, OB Department
9/18/2015	Harvard Radcliffe Institute, Women in Biotech Symposium
10/6/2015	University of Pennsylvania, Wharton School, OID Department
10/12/2015	University of Chicago, Booth School, Behavioral Sciences
12/14/2015	Yale University, School of Management, Women in Management
2/20/2016	Harvard Business School, Women's Student Association
4/12/2016	CNA Law Firm, Special Cases Unit, Chicago
11/15/2016	Harvard University, Psychology Department
12/7/2016	Boston University, Questrom School of Business, Marketing Department
4/28-29/2017	Harvard Business School, Bridges Program Faculty Address to Graduating MBAs
9/7/2017	Harvard Kennedy School, Women and Public Policy Program
9/27/2017	University of Michigan, Ross School of Business, OB Department
10/17/2017	Columbia Business School, Management Department
11/29/2017	QUEST webinar, Boston
4/25/2018	Harvard Business School, Bridges Program Faculty Address to Graduating MBAs
5/17/2018	QUEST presentation at Ropes & Gray, Boston
6/13/2018	Ernst & Young webinar
10/30/2018	University California – Berkeley, MORS Department
11/6/2018	Cornell University – Psychology Department and BEDR Group
11/13/2018	QUEST presentation at BlackRock, Boston
11/16/2018	Emory University Goizueta School of Business – OB Department
12/6/2018	Ernst & Young webinar
9/20/2019	Fall 2019 HBS Reunions “Pathbreakers” Symposium
10/7/2019	Wharton School Decision Processes Colloquium
10/18/2019	Stanford Meeting Moonshot Summit
11/6/2019	EY webinar on “Mastering Difficult Conversations”
11/13/2019	UNC-Chapel Hill Kenan-Flagler Business School OB Department
12/6/2019	USC Marshall School of Business Management and Organization Department
7/27/2020	Psych of Tech “How Technology is Changing Human Communication” Tech Talk
11/9/2020	Behavior Change for Good Seminar, “How to TALK gooder”
5/5/2021	Northwestern Kellogg School of Management, MORS Department
5/14/2021	UCLA Anderson School of Management

DOCTORAL ADVISING

Primary Advisor

- *Hanne Collins*, Harvard Business School Micro OB (PhD expected 2024)
- *Nicole Abi-Esber*, Harvard Business School Micro OB (PhD expected 2023)
- *Karen Huang***,⁺⁺ Harvard Business School Micro OB (accepted faculty position at Georgetown University 2020)

Collaborator/Secondary Advisor

- *Serena Hagerty*, HBS Marketing (PhD expected 2022)
- *Michael Yeomans*⁺⁺, Harvard University post-doctoral fellow (accepted faculty position at Imperial College London in 2020)
- *Michelle Shell*^{**},⁺⁺ HBS TOM (PhD expected 2020)
- *Jennifer Logg*, HBS NOM post-doctoral fellow (accepted faculty position at Georgetown in 2019)
- *Hayley Blunden*^{**},⁺⁺ HBS Micro OB (PhD expected 2020)
- *Catarina Fernandes*^{**},⁺⁺ HBS Micro OB (accepted faculty position at Emory Goizueta School of Business in 2019)
- *David Levari*⁺⁺, Harvard Psychology (accepted post-doc position at Harvard Business School in 2018)
- *Grant Donnelly*, HBS Marketing (accepted faculty position at the Ohio State University in 2018)
- *Tami Kim*, HBS Marketing (accepted faculty position at University of Virginia Darden School of Business in 2017)
- *Ovul Sezer* ^{**},⁺⁺ HBS Micro OB (accepted faculty position at University of North Carolina-Chapel Hill in 2017)
- *Elizabeth Baily Wolf* ^{**},⁺⁺ HBS Micro OB (accepted faculty position at INSEAD in 2017)
- *T. Bradford Bitterly*⁺⁺, Wharton OI Decision Processes (accepted post-doc position at University of Michigan Ross School of Business 2018)
- *Caroline Wilmuth*, HBS Micro OB (PhD 2016)
- *Julia Lee*, Harvard Kennedy School (accepted faculty position at University of Michigan Ross School of Business in 2017)
- *Ting Zhang*, HBS Micro OB (accepted post-doc position at Columbia Business School in 2014, faculty position at HBS in 2018)
- *Emma E. Levine*, Wharton School OI Decision Processes (accepted faculty position at UChicago Booth in 2016)
- *Juliana Schroeder*, University of Chicago Booth School of Business (accepted faculty position at Berkeley Haas School of Business in 2015)
- *Hengchen Dai* ⁺⁺, Wharton School OI Decision Processes (accepted faculty position at Washington University St. Louis Olin Business School in 2015)

****served as a dissertation committee member**

++wrote a letter of recommendation for the academic job market

PROFESSIONAL SERVICE

Service to the field

Managing Guest Editor

- *Organizational Behavior and Human Decision Processes* Special Issue on “The Psychology of Conversation” (with Guest Editors Daniel Gilbert, Ethan Kross, and Michael I. Norton)

OBHDP Special Issue on The Psychology of Conversation, Published Work:
Bhatia, S. & Gallus, J. (2020). Gender, authority, and emotions in the collaborative production of knowledge: A large-scale analysis of Wikipedia editor conversations . <i>Organizational Behavior and Human Decision Processes</i> , 160, 115-130.
Sun, K.Q. & Slepian, M.L. (2020). The conversations we seek to avoid . <i>Organizational Behavior and Human Decision Processes</i> , 160, 87-105.

<p>Truong, M., Fast, N.J., & Kim, J. (2020). It's not what you say, it's how you say it: Conversational flow as a predictor of networking success. <i>Organizational Behavior and Human Decision Processes</i>, 158, 1-10.</p>
<p>Yeomans, M., Minson, J., Collins, H., Chen, F., & Gino, F. (2020) Conversational receptiveness: Improving engagement with opposing views. <i>Organizational Behavior and Human Decision Processes</i>, 160, 131-148.</p>
<p>Mastroianni, A.M., Cooney, G., Boothby, E.J., Reece, A.G. (forthcoming). The liking gap in groups and teams. <i>Organizational Behavior and Human Decision Processes</i>.</p>
<p>Brown, Z., Anicich, E., & Galinsky, A. (forthcoming). Compensatory conspicuous communication: Low status increases jargon use. <i>Organizational Behavior and Human Decision Processes</i>.</p>

Editorial Board Member/Consulting Editor

- *Organizational Behavior and Human Decision Processes* (2013-)
- *Journal of Personality and Social Psychology: Intergroup Relations & Group Processes* (2017-)

Ad-Hoc Journal Reviewer

- *Academy of Management Journal*
- *Current Directions in Psychological Science*
- *Current Opinion in Psychology*
- *Emotion*
- *Journal of Applied Psychology*
- *Journal of Behavioral Decision Making*
- *Journal of Personality and Social Psychology: Intergroup Relations & Group Processes*
- *Journal of Personality and Social Psychology: Attitudes and Social Cognition*
- *Journal of Experimental Psychology: General*
- *Journal of Experimental Social Psychology*
- *Management Science: Judgment and Decision Making*
- *Management Science: Behavioral Economics*
- *Nature Human Behavior*
- *Organizational Behavior and Human Decision Processes*
- *Organizational Science*
- *Personality and Social Psychology Bulletin*
- *Proceedings of the National Academy of Sciences*
- *Psychological Science*

Conference Reviewer

- *Society for Judgment and Decision Making (elected)*
- *Academy of Management (OB and CM Divisions)*
- *International Association for Conflict Management*
- *Behavioral Decision Research in Management (elected)*

Service to Harvard Business School

Program on Negotiation (PON) Research Lab

- Co-founded Boston-wide research lab (with Julia Minson, Jared Curhan), 2017-2019

Conversation Day

- Co-organized interdisciplinary conference on the Psychology of Conversation (with Daniel Gilbert), June 2017

Behavioral Insights Group, Harvard University

- Organized BIG Graduate Student Workshop 2014

HBS NOM Unit Recruiting Committee (2014-present)

- Chair, 2020-21

HBS Conduct Review Board (2019-present)

TEACHING

Harvard Business School – Courses Taught

How to talk gooder in business and life, MBA Course Instructor (Spring 2020, 2021)

- Designed and launched Elective Curriculum course in 2020, which focuses on learning and practicing four conversational maxims: Topics, Asking, Levity, Kindness (TALK)

How to talk gooder in business and life, MBA SIP Co-Instructor with Mike Norton (Jan 2019)

FIELD Foundations, MBA Course Instructor (Fall 2016, 2018)

Negotiation, MBA Course Instructor (Spring 2014, 2016)

Micro Topics in Organizational Behavior, PhD Course Co-Instructor (Fall 2014)

Harvard Business School – Sessions Taught

HBX ConneXt Live, Conversation with Mike Wheeler (May 2018)

HBX “Managing Your Career” Course, Negotiation Instructor (Fall 2016, Summer 2017, 2018)

PRO Seminar Visitor (Spring 2016)

Harvard Catalyst Program Negotiation Instructor (November 2015)

Changing the Game Executive Education (Fall 2014, Summer 2015, Fall 2015, Summer 2016, Summer 2017)

Global Colloquium for Experience-Based Learning Executive Education (Summer 2014)

Behavioral Approaches to Decision Making PhD Course Visitor (Fall 2013, 2015)

Micro Topics in Organizational Behavior PhD Course Visitor (Fall 2013, 2015, 2016)

Wharton School

Wharton Advanced Negotiations Guest Lecturer (Fall 2012)

Wharton Reciprocity and Trust Guest Lecturer (Spring 2012)

Wharton Advanced Negotiations Teaching Assistant (Spring 2011, 2012)

Wharton Teamwork and Leadership Teaching Assistant (Fall 2011, 2012)

Wharton Managerial Decision Making Teaching Assistant (Fall 2009-2011)

Wharton Teacher Development Program (Fall 2008)

OTHER PROFESSIONAL EXPERIENCES

Founder of ChatPlat research software (www.chatplat.com)

- ChatPlat provides a user-friendly chat interface for scholars, individuals, and firms to study

human interaction and capture conversational text data. Chatplat users can design, customize, administer, and analyze interactive online chats between real people.
Human Capital Management and Consulting, Caliper Corporation, Princeton, NJ
Behavioral Research Associate, Center for Decision Sciences, Columbia University, New York, NY

MEDIA COVERAGE

My work has been covered in diverse media outlets, including *The Atlantic*, *Allure Magazine*, *The Behavioral Scientist*, *Bloomberg Businessweek*, *The Boston Globe*, *The Boston Herald*, *Business Insider*, *Business Week*, *CNBC*, *Entrepreneur.com*, *Fast Company*, *GQ Magazine*, *Harvard Business Review*, *Harvard Magazine*, *Harvard Business School Working Knowledge*, *The Huffington Post*, *Inc. Magazine*, *Men's Health*, *National Public Radio*, *Negotiation Briefings*, *The New York Times*, *New York Magazine*, *Psychology Today*, *Scientific American*, *Slate Magazine*, *TED Talks*, *The Wall Street Journal*, *World Economic Forum*, *USA Today*, *U.S. News & World Report*, and podcasts such as “*Against the Rules with Michael Lewis*,” “*The Conversation with Clinton Padgett*,” “*Squeezing the Orange*,” “*HBR IdeaCast*,” and “*Choiceology*”

PERSONAL

U.S. Citizen
Married to Derek R. Brooks
Children: Kevin (March 2015), Grady (January 2017), Charlotte (March 2019)