

# ALISON WOOD BROOKS

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## ACADEMIC POSITIONS

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### *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

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### *The Wharton School, University of Pennsylvania*

Ph.D., Operations and Information Management, Decision Processes, 2013

### *Princeton University*

A.B., Psychology and Finance, 2008  
Magna cum laude with high honors

## BOOKS

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Alison W. Brooks (January 2025) *TALK: The Science of Conversation and the Art of Being Ourselves*. Crown.

## JOURNAL PUBLICATIONS

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<sup>+</sup>doctoral and post-doctoral advisees/collaborators

\*equal contributions from authors

\*\*author invited by journal

Nam<sup>+</sup>, J., Balakrishnan<sup>+</sup>, M., De Freitas, J., & Brooks, A.W. (2023). Speedy activists: Firm response time to sociopolitical events influences consumer behavior, *Journal of Consumer Psychology*.

Collins<sup>+</sup>, H., Minson, J., Kristal<sup>+</sup>, A., & Brooks, A.W. (2023). Conveying and detecting listening during live conversation, *Journal of Experimental Psychology: General*.

Yeomans, M., Collins<sup>+</sup>, H., Abi-Esber<sup>+</sup>, N., Boland<sup>+</sup>, K., & Brooks, A.W. (2023). A practical guide to conversation research: How to study what people say to each other, *Advances in Methods and Practices in Psychological Science*.

Collins<sup>+</sup>, H., Hagerty<sup>+</sup>, S., Norton, M.I., Quoidbach, J., & Brooks, A.W. (2022). Relational diversity in social portfolios predicts well-being. *Proceedings of the National Academy of Sciences*, 119 (43). [\[pdf\]](#) [\[osf\]](#)

Yeomans, M., Schweitzer, M.E., & Brooks, A.W.\*\* (2021). The Conversational Circumplex: Identifying, prioritizing, and pursuing informational and relational motives in conversation. *Current Opinion in Psychology*, 44, 293-302. [\[pdf\]](#)

Fernandes<sup>+</sup>, C., Yu<sup>+</sup>, S., Howell, T., Kilduff, G., Pettit, N. & Brooks, A.W. (2021). Status variance: Higher variance in one's status across groups improves interpersonal outcomes but harms subjective well-being, *Organizational Behavior and Human Decision Processes*, 165, 56-75. [\[pdf\]](#) [\[osf\]](#)

Yip<sup>+</sup>, J.A., Levine, E.E., Brooks, A.W., Schweitzer, M.E.\*\* (2020). Worry at work: How organizational culture promotes anxiety. *Research in Organizational Behavior*, 40, [\[pdf\]](#)

Cooney\*<sup>+</sup>, G., Mastroianni\*<sup>+</sup>, A., Abi-Esber\*<sup>+</sup>, N., & Brooks, A.W.\*\* (2020). The many minds problem: Disclosure in dyadic vs. group conversation. *Current Opinion in Psychology*, 31, 22-27. [\[pdf\]](#)

Yeomans<sup>+</sup>, M., Brooks, A.W., Huang<sup>+</sup>, 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. [\[pdf\]](#) [\[osf\]](#)

Blunden<sup>+</sup>, H., Logg<sup>+</sup>, J., Brooks, A.W., John, L., & Gino, F. (2019). Seeker beware: The costs of ignoring advice. *Organizational Behavior and Human Decision Processes*, 150, 83-100. [\[pdf\]](#) [\[osf\]](#)

Brooks, A.W., Huang<sup>+</sup>, K., Abi-Esber<sup>+</sup>, N., Hall, B., Buell, R., & Huang, L. (2019). Mitigating envy: Why successful individuals should reveal their failures. *Journal of Experimental Psychology: General*, 148(4), 667-687. [\[pdf\]](#) [\[osf\]](#)

Huang<sup>+</sup>, K., Yeomans<sup>+</sup>, 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. [\[pdf\]](#) [\[osf\]](#)

Bitterly<sup>+</sup>, 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. [\[pdf\]](#)

Wolf<sup>+</sup>, E.B., Lee<sup>+</sup>, 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. [\[pdf\]](#)

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. [\[pdf\]](#)

Gino, F., Wilmoth<sup>+</sup>, 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. [\[pdf\]](#)

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. [[pdf](#)]

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. [[pdf](#)]

Zhang<sup>+</sup>, T., Kim<sup>+</sup>, 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. [[pdf](#)]

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. [[pdf](#)]

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

- 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. [[pdf](#)]

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. [[pdf](#)]

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. [[pdf](#)]

- 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. [[pdf](#)]

## **MANUSCRIPTS UNDER REVIEW or REVISION**

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Di Stasi, M.<sup>+</sup>, Brooks, A.W., Quoidbach, J. Asking open-ended questions increases personal gains in negotiations, *under first-round review*.

Brooks, A.W. & Yeomans, M. Boomerasking: Answering your own questions, *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*.

Abi-Esber<sup>+</sup>, N., Brooks, A.W., & Burris, E. Feeling seen: How leader eye gaze engenders psychological safety, participation, and voice, *under first-round review*.

Abi-Esber<sup>+</sup>, N., Yeomans, M., Berger, J., & Brooks, A.W. The power of preparation: Brainstorming flexible topics before conversations begin, *under first-round review*.

Abi-Esber<sup>+</sup>, N., Mastroianni<sup>+</sup>, A., & Brooks, A.W. How verbal, nonverbal, and paralinguistic conversational cues inform interpersonal inference in job interviews, *under first-round review*.

Sezer<sup>+</sup>, O., Prinsloo<sup>+</sup>, E., Brooks, A.W., & Norton, M.I. Backhanded compliments: How negative comparisons undermine flattery, *under first-round review*.

## **WORK IN PROGRESS**

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Cooney, G., Elleithy, T., Brooks, A.W., & Yeomans, M. Switching topics more frequently makes boring conversations better.

Di Stasi, M.<sup>+</sup>, Brooks, A.W., Quoidbach, J. Interruptions: Context moderates the antecedents and consequences of conversational interjections

Donnelly<sup>+</sup>, G., Collins<sup>+</sup>, H., & Brooks, A.W. The language of parole hearings.

## **POPULAR PRESS / BUSINESS ARTICLES**

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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. 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.

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

## COURSE MATERIALS

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### Completed

Brooks, Alison Wood and Michael I. Norton, “Laughter on Call: Injecting Conversational Levity” Harvard Business School Case (2021).

- Taught in MBA Elective Curriculum at HBS: How to talk gooder in business and life (Spring 2021, 2023)
- Featured in Prof. Frances Frei’s Clubhouse case series, Fall 2021

Brooks, Alison Wood and Julian Zlatev “SIMmersion: Immersed in Crucial Conversations,” Harvard Business School Case (2021).

- Taught in MBA Elective Curriculum at HBS: How to talk gooder in business and life (Spring 2021)

Brooks, Alison Wood and Julian Zlatev “SIMmersion” Harvard Business School Teaching Note (2023)

Brooks, Alison Wood, Michael I. Norton, and Oliver Hauser, “Irrationality in Action,” Harvard Business School Exercise (2020).

- Taught in MBA Required Curriculum at HBS: FIELD Foundations (Fall 2016, 2017, 2018)
- Taught in MBA Elective Curriculum at HBS: Behavioral Economics

Brooks, Alison Wood and Trevor Spelman, “Gong: Resonating Conversational Insights” Harvard Business School Case 9-921-015 [17p] (2020).

- Taught in MBA Elective Curriculum at HBS: How to TALK gooder in business and life (April 2020, Jan 2021, March 2023)
- Featured on HBS [Cold Call](#) podcast, Sept 2021

Coffman, Katherine and Brooks, Alison Wood, “The Boss Has the Wrong Idea,” Harvard Business School Teaching Note (2020)

- Taught in MBA Elective Curriculum at HBS: How to TALK gooder in business and life, Leading Difference (Spring 2020, Spring 2021)

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, 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, 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 “TALK: How to Talk Gooder in Business and Life,” Course Note.

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, 2021, 2023)
- Taught in HBS Executive Education (Communicating for Impact, Advent, Moore, Horizon Pharmaceuticals, DYL)

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, Spring 2021)
- Taught in HBS Executive Education (Communicating for Impact, Advent, Moore, Horizon Pharmaceuticals, DYL)

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, 2021, 2023)
- Taught in HBS Executive Education (Communicating for Impact, Advent, Moore, Horizon Pharmaceuticals, DYL)
- Taught in the MBA RC START program 2022

Brooks, Alison Wood and 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, Spring 2021)

Brooks, Alison Wood, “The Topic Pyramid: Escaping Small Talk,” Harvard Business School Exercise (2020)

- Taught in MBA Elective Curriculum at HBS: How to talk gooder in business and life (Spring 2020, Spring 2021)
- Taught in HBS Executive Education (Communicating for Impact, Advent, Moore, Horizon Pharmaceuticals, DYL)

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, Spring 2021)
- Taught in HBS Executive Education (Communicating for Impact)

Brooks, Alison Wood & 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, Spring 2021)
- Taught at Columbia Business School by Prof. Michael Slepian and Adam Galinsky
- Taught in HBS Executive Education (Communicating for Impact, Advent, Moore, Horizon Pharmaceuticals, DYL)

Brooks, Alison Wood, “The Conversational Compass,” Harvard Business School Exercise (2021)

- Taught in HBS Executive Education (Horizon Pharmaceuticals, 2021)
- Taught in MBA Elective Curriculum at HBS: How to talk gooder in business and life (Spring 2023)
- Taught in HBS Executive Education (Communicating for Impact, Spring 2023)

## AWARDS

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Wyss Award for Excellence in Mentoring Doctoral Students (2023)

- For advising and collaborating with students enrolled in the HBS doctoral program [Best 40-under-40 Professors](#), Poets & Quants (2021)

McKinsey Award, Finalist for Best Article in *Harvard Business Review* (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 3<sup>rd</sup> 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**

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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**

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Abi-Esber, N, Mastroianni, A., Brooks, A.W. How verbal, nonverbal, and prosodic conversational cues mislead interpersonal inference

- Society for Judgment and Decision Making, November 2022 (La Jolla)
- International Association for Conflict Management, July 2022 (Ottawa)

Yeomans, M, Schweitzer, M.E., Brooks, A.W. The conversational circumplex

- International Association for Conflict Management, July 2022 (Ottawa)

Abi-Esber, N., Brooks, A.W., Yeomans, M., Berger, J. Brainstorming topics

- International Association for Conflict Management, July 2022 (Ottawa)

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 2022 (Ottawa)
- Society for Experimental Social Psychology, October 2021 (Santa Barbara)
- International Association for Conflict Management, July 2019 (Dublin)

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

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 Variance: Impact on perceptions and well-being

- Academy of Management, August 2017 (Atlanta)

Blunden, H., John, L., & 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)

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)

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)

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

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Aug 2022	<i>Difficult Conversations</i> . Academy of Management Conference Discussant (Hybrid)
Nov 2022	<i>Motives</i> . Judgment and Decision Making Conference Session Discussant (Virtual)
Nov 2022	<i>Conversation</i> . Judgment and Decision Making Conference Roundtable Leader (Virtual)
Nov 2020	<i>Conversation</i> . Judgment and Decision Making Conference Session Discussant (Virtual)
July 2020	<i>How Technology is Changing Human Communication</i> . <a href="#">Tech Talk</a> (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 *Passion Symposium Discussant*. Academy of Management 2018 (Chicago)  
 August 2018 *New Experimental Methods to Study Negotiations*. Academy of Management 2018  
 July 2018 *Teaching Innovations*. International Association for Conflict Management 2018 (Phila)  
 June 2018 *Venture Capital*. Harvard Kennedy School WAPPP Gender and Tech Conference 2018  
 August 2017 *The Productivity Process*. Academy of Management 2017 (Atlanta)  
 July 2017 *Research Resources*. Harvard Business School faculty START program  
 July 2017 *BIG doctoral student workshop*. Harvard University  
 July 2016 *Research Resources*. Harvard Business School faculty START program  
 August 2016 *The Productivity Process*. Academy of Management 2016 (Anaheim)  
 August 2016 *BIG doctoral student workshop*. Harvard University

## INVITED PRESENTATIONS

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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  
 ----Maternity leave Spring 2015----  
 9/18/2015 Harvard Radcliffe Institute, Women in Biotech Symposium  
 10/6/2015 University of Pennsylvania, Wharton School, OIB 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  
 ----Maternity leave Spring 2017----  
 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  
 -----Maternity leave Spring 2019-----  
 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  
 12/20/2019 The Boston Celtics, Coaching Staff and Administration  
 7/27/2020 Psych of Tech [“How Technology is Changing Human Communication”](#) Tech Talk

10/6/2020	Lucid Meetings, “Leading inclusive meetings” guest lecture
10/28/2020	HBS MBA admissions faculty chat with admitted students
4/27/2021	Humor: Serious Business MBA Course, Stanford GSB, 2 TALK sessions
5/3/2021	Behavior Change for Good Seminar, <a href="#">“How to TALK gooder”</a>
5/5/2021	Northwestern Kellogg School of Management, “How to TALK gooder”
5/14/2021	York University Schulich School of Business, Marketing Department
6/4/2021	UCLA Anderson School of Management, Behavioral Decision Making Group
10/27/2021	HBS MBA admissions faculty chat with admitted students
4/26-27/2022	Harvard Business School, Bridges Program Faculty Address to Graduating MBAs
5/6/2022	YPO Manhattan, “Communicating for Impact”
6/3/2022	HBS MBA Reunions Faculty seminar, “TALK: The Science of Conversation”
10/21/2022	George Mason University, OB Department
10/24/2022	HBS MBA admissions faculty chat with admitted students
10/26/2022	The Boston Celtics (Coaches, Staff)
3/2/2023	University of Virginia, Darden School
4/24/2023	Harvard Business School, Bridges Program Faculty Address to Graduating MBAs

## MENTORSHIP

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### Primary PhD Advisees

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

### Collaborators/Secondary PhD Advisees

\*\*served as a dissertation committee member

\*\*wrote a letter of recommendation for the academic job market

- *Maya Balakrishnan*, HBS TOM (PhD expected 2024)
- *Jimin Nam*, HBS Marketing (PhD expected 2024)
- *Adam Mastroianni*\*\* ,\*\* Harvard Psychology (accepted post-doctoral fellowship at Columbia Business School in 2021)
- *Serena Hagerty*\*\* , HBS Marketing (accepted faculty position at UVa in 2022)
- *Gus Cooney*, Harvard Psychology (accepted post-doctoral fellowship at the Wharton School in 2019)
- *Michael Yeomans*\*\* , Harvard University post-doctoral fellow (accepted faculty position at Imperial College London in 2020)
- *Michelle Shell*\*\* ,\*\* HBS TOM (accepted faculty position at Boston University 2020)
- *Jennifer Logg*, HBS NOM post-doctoral fellow (accepted faculty position at Georgetown University in 2019)
- *Hayley Blunden*\*\* ,\*\* HBS Micro OB (accepted faculty position at American University in 2022)
- *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 OID Decision Processes (accepted faculty position at HKUST 2020)
- *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 OID 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 OPIM Decision Processes (accepted faculty position at Washington University St. Louis Olin Business School in 2015)

### Research Associates

- *Taqua Elleithy* (2022-present)
- *Katelynn Boland* (2019-2022), PhD candidate Columbia Business School OB
- *Trevor Spelman* (2017-2019), PhD candidate Kellogg OB
- *Holly Howe* (2015-2017), PhD candidate Duke Fuqua Marketing, Assistant Prof HEC Montreal
- *Ethan Ludwin-Peery* (2013-2015), PhD candidate NYU Psychology

### PROFESSIONAL SERVICE

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#### Service to the field

##### Editor

- Managing Guest Editor: *Organizational Behavior and Human Decision Processes* [Special Issue on “The Psychology of Conversation”](#) (invited three other Guest Editors: Daniel Gilbert, Ethan Kross, and Michael I. Norton)

##### Editorial Board Member/Consulting Editor

- *Organizational Behavior and Human Decision Processes* (2013- )
- *Journal of Personality and Social Psychology: ASC* (2023- )
- *Journal of Personality and Social Psychology: IRGP* (2017-2021)

##### Ad-Hoc Journal Reviewer

- *Academy of Management Journal*
- *Current Directions in Psychological Science*
- *Current Opinion in Psychology*
- *Emotion*
- *Journal of Applied Social Psychology*
- *Journal of Applied Psychology*
- *Journal of Behavioral Decision Making*
- *Journal of Personality and Social Psychology: Intergroup Relations & Group Processes*
- *Journal of Personality and Social Psychology: Attitudes and Social Cognition*
- *Journal of Experimental Psychology: General*

- *Journal of Experimental Social Psychology*
- *Journal of Speech, Language, and Hearing Research*
- *Management Science: Judgment and Decision Making*
- *Management Science: Behavioral Economics*
- *Nature Human Behavior*
- *Organizational Behavior and Human Decision Processes*
- *Organizational Science*
- *Personality and Social Psychology Bulletin*
- *Proceedings of the National Academy of Sciences*
- *Psychological Science*

#### 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**

HBS MBA Affordability Project (2022-23)

HBS NOM Unit Recruiting Committee (2013-2020)

HBS Conduct Review Board (2019-present)

RC Faculty Advisory Committee (2020-2021)

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 (2013-present)

- Organized and led BIG Graduate Student Workshop 2014

#### **TEACHING**

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##### **Harvard Business School – MBA/PhD Courses**

TALK: How to talk gooder in business and life, MBA Course Instructor (Spring 2020, 2021, 2023)

- Elective Curriculum course focused on honing conversation skills

TALK: How to talk gooder in business and life, 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 – Executive Education**

Program on Negotiation Master Class (November 2023)

Communicating for Impact, Program Co-Chair (Spring 2021, Summer 2021, Spring 2022, 2023)

- Designed and launched open-enrollment program based on TALK course

Global Colloquium for Experience-Based Learning (July 2022, 2023)  
Horizon, two sessions (Dec 2021)  
Moore Executive Leadership Program, two sessions (Spring 2021, 2022)  
Advent Leadership Academy, two sessions (Spring 2021, 2022)  
Developing Yourself as a Leader, two sessions (Spring 2021, 2022)  
Managing Your Career, HBX Live, two sessions (Fall 2016, Summer 2017, 2018)  
Harvard Catalyst, two sessions (November 2015)  
Changing the Game, two sessions (Fall 2014, Summer 2015, Fall 2015, Summer 2016, Summer 2017)

### **Harvard Business School – Guest Sessions**

RC START, “How the RC works” led by Matthew Weinzierl (Aug 2021)  
Dialogue, “How to make the most out of differences” with Jan Rivkin (June 2019)  
HBX ConneXt Live, Conversation with Mike Wheeler (May 2018)  
PRO Seminar Visitor (Spring 2016)  
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 Decision Processes PhD seminar (Fall 2019, 2020, 2021, 2022)  
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**

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Designed ChatPlat research software ([www.chatplat.com](http://www.chatplat.com))

- Open access (free) chat interface for scholars, individuals, and firms to administer and analyze conversational text data 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**

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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 featured on podcasts such as *Against the Rules with Michael Lewis*, *The Conversation with Clinton Padgett*, *Squeezing the Orange*, *HBR IdeaCast*, *HBS Cold Call*, *Choiceology with Katy Milkman*, *Think Fast / Talk Smart with Matt Abrahams*, *Freakonomics with Stephen Dubner*

## **PERSONAL**

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U.S. Citizen

Married to Derek R. Brooks

Children: Kevin (March 2015), Grady (January 2017), Charlotte (March 2019)

Pronouns: She/her/hers