

Francesca Gino

Author and Professor

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Research Interests

I study the psychology behind the decisions we make, to learn how we can thrive at work and better engage with one another.

Academic Positions

- 2010–present **HARVARD UNIVERSITY** (Boston, MA)
Negotiation, Organizations & Markets Unit, Harvard Business School
Unit Head (2018–present)
Tandon Family Professor of Business Administration (2014–present)
Associate Professor of Business Administration (2010–2014)
- May–Sept 2012 **LONDON BUSINESS SCHOOL** (London, UK)
Visiting Professor, Organizational Behavior Area
- 2008–2010 **UNIVERSITY OF NORTH CAROLINA** (Chapel Hill, NC)
Organizational Behavior Unit, Kenan-Flagler Business School
Assistant Professor of Organizational Behavior
Willard J. Graham Fellow (2009–2010)
- 2006–2008 **CARNEGIE MELLON UNIVERSITY** (Pittsburgh, PA)
Organizational Behavior Unit, Tepper School of Business
Visiting Assistant Professor of Organizational Behavior
- 2004–2006 **HARVARD UNIVERSITY** (Boston, MA)
Technology & Operations Management Unit, Harvard Business School
Post-Doctoral Fellow, Senior Researcher and Lecturer

Education

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

Journal Publications

Jeong, M., Minson, J., & Gino, F. (2020). In generous offers I trust: The effect of first-offer value on economically vulnerable behaviors. *Psychological Science*. In press.

Gino, F., Casciaro, T., & Kouchaki, M. (2020). Why connect? Moral consequences of networking with a promotion or prevention focus. *Journal of Personality and Social Psychology*. In press.

Gino, F., Sezer, O., & Huang, L. (2020). To be or not to be your authentic self? Catering to others' expectations and interests hinders performance. *Organizational Behavior and Human Decision Processes*. In press.

Minson, J., Yeomans, M., Collins, H., Chen, F., & Gino, F. (2020). Conversational receptiveness: Improving engagement with opposing views. *Organizational Behavior and Human Decision Processes*, 160, 131–148.

Gino, F., & Kouchaki, M. (2020). Feeling authentic serves as a buffer against rejections. *Organizational Behavior and Human Decision Processes*, 160, 36–50.

Kristal, A., Whillans, A., Bazerman, M., Gino, F., Shu, L., Mazar, N., Ariely, D. (2020). Signing at the beginning vs. at the end does not decrease dishonesty. *Proceedings of the National Academy of Sciences*, 117(13), 7103–7107.

Jachimowicz, J. M., Lee, J. J., Staats, B. R., Menges, J. I., & Gino, F. (2019). Between home and work: Commuting as an opportunity for role transitions. *Organization Science*. In press.

Montinari, N., Amato, C., Gino, F., & Sacco, P. L. (2019). Cheating, inequality aversion and appealing to social norms. *Journal of Economic Behavior & Organization*. In press.

John, L., Jeong, M., Gino, F., & Huang, L. (2019). The self-presentational consequences of upholding one's stance in spite of the evidence. *Organizational Behavior and Human Decision Processes*, 154: 1–14.

KC, D., Staats, B. Kouchaki, M., & Gino, F. (2019). Task selection and workload: A focus on completing easy tasks hurts performance. *Management Science*. In press.

Jeong, M., Minson, J., Yeomans, M., & Gino, F. (2019). Communicating warmth in distributive negotiations is surprisingly counter-productive. *Management Science*, 65(12), 5813–5837.

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

Schroeder, J., Rosenblum, M. & Gino, F. (2019). Tell it like it is: When politically incorrect language promotes authenticity. *Journal of Personality and Social Psychology*. In press.

Bachireddy, C., Joung, A., John, L., Gino, F., Tuckfield, B., & Milkman, K. L. (2019). Effect of different financial incentive structures for promoting physical activity among adults: A randomized clinical trial. *JAMA Network Open*, 2(8), e199863.

Kouchaki, M., Gino, F., & Feldman, Y. (2019). The ethical perils of personal, communal relations: A language perspective. *Psychological Science*. In press.

Lee, J. J., Hardin, H., Parmar, B., & Gino, F. (2019). The unintended interpersonal costs of dishonesty: How dishonest behavior reduces individuals' ability to read others' emotions. *Journal of Experimental Psychology: General*. 148(9), 1557–1574.

Wakeman, W., Moore, C. & Gino, F. (2019). A counterfeit competence: After threat, cheating boosts one's self-image. *Journal of Experimental Social Psychology*, 82, 253–265.

Schroeder, J., Risen, J., Gino, F., & Norton, M. I. (2019). Handshaking promotes dealmaking by signaling cooperative intent. *Journal of Personality and Social Psychology*, 116(5), 743–768.

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*, 150, 83–100.

- Green, P., Finkel, E., Fitzsimons, & Gino, F. (2018). The energizing nature of work engagement: Toward a new need-based theory of work motivation. *Research in Organizational Behavior*, 37, 1–18.
- Tian, D. A., Schroeder, J., Haubl, G., Risen, J., Norton, M. I., & Gino, F. (2018). Enacting rituals to improve self-control. *Journal of Personality and Social Psychology*, 114(6), 851–876.
- Schaerer, M., Tost, L. P., Huang, L., Gino, F., & Larrick, R. P. (2018). Advice giving: A subtle pathway to power. *Personality and Social Psychology Bulletin*, 44(5), 746–761.
- Kurt, D., Inman, J., & Gino, F. (2018). Religious shoppers spend less money. *Journal of Experimental Social Psychology*, 78, 116–124.
- Zhang, T., Gino, F., & Margolis, J. (2018). Does “could” lead to good? On the road to moral insight. *Academy of Management Journal*, 61(3), 857–895.
- Consiglio, I., Kupor, D., Gino, F., & Norton, M. I. (2018). Brand (in)fidelity: When flirting with the competition strengthens brand relationships. *Journal of Consumer Psychology*, 28(1), 5–22.
- Lu, J. G., Lee, J. J., Gino, F., & Galinsky, A. D. (2017). Polluted morality: Air pollution predicts criminal activity and unethical behavior. *Psychological Science*, 29(3), 340–355.
- Derfler-Rozin, R., Baker, B., & Gino, F. (2017). Compromised ethics in hiring processes? How referrers’ power affects employees’ reactions to referral practices. *Academy of Management Journal*, 61(2), 615–622.
- Sezer, O., Gino, F., & Norton, M. (2017). Humblebragging: A distinct — and ineffective — presentation strategy. *Journal of Personality and Social Psychology*, 114(1), 52–74.
- Hobson, N., Gino, F., Norton, M., & Inzlicht, M. (2017). When novel rituals impact intergroup bias: Evidence from economic games and neurophysiology. *Psychological Science*, 28(6), 733–750.
- Lees, J., & Gino, F. (2017). Is the moral domain unique? A social influence perspective for the study of moral cognition. *Social and Personality Psychology Compass*, 11(8), e12327.
- Wiltermuth, S., Vincent, L., & Gino, F. (2017). Creativity in unethical behavior attenuates condemnation and breeds social contagion: When transgressions seem to create little harm. *Organizational Behavior and Human Decision Processes*, 139, 106–126.
- Stone, J., Aveling, E., Frean, M., Shields, M., Wright, C., Gino, F., Sundt, T., Singer, S. J. (2017). Effective leadership of surgical teams: A mixed methods study of surgeon behaviors and functions. *The Annals of Thoracic Surgery*, 104(2), 530–537.
- Huang, K., Yeomans, M., Brooks, A. W., Minson, J., & Gino, F. (2017). It doesn’t hurt to ask: Question-asking increases liking. *Journal of Personality and Social Psychology*, 113(3), 430–452.
- Rogers, T., Zeckhauser, R., Gino, F., Norton, M., & Schweitzer, M. (2017). Artful paltering: The risks and rewards of using truthful statements to mislead others. *Journal of Personality and Social Psychology*, 112(3), 456–473.
- Lu, J., Galinsky, A., Maddux, W., Chakroff, A., Quidbach, J., & Gino, F. (2017). The dark side of going abroad: How broad foreign experiences increase immoral behavior. *Journal of Personality and Social Psychology*, 112(1), 1–16.
- Bellezza, S., Ackerman, J. M., & Gino, F. (2017). “Be careless with that!” Availability of product upgrades increases cavalier behavior toward possessions. *Journal of Marketing Research*, 54(5), 768–784.
- Staats, B. R., KC, D. S., Gino, F. (2017). Maintaining beliefs in the face of negative news: The moderating role of experience. *Management Science*, 64(2).
- Zhang, T., Gino, F., & Norton, M. (2017). The surprising effectiveness of the hostile mediator. *Management Science*, 63(6), 1972–1992.
- Kouchaki, M., & Gino, F. (2016). Memories of unethical actions become obfuscated over time. *Proceedings of the National Academy of Sciences*, 113(22), 6166–6171.

- Henrik, S. H., Gino, F., & Piovesan, M. (2016). Cognitive fatigue influences students' performance on standardized tests. *Proceedings of the National Academy of Sciences*, 113(10), 2621–2624.
- Sezer, O., Norton, M. I., Gino, F., & Vohs, K. D. (2016). Family rituals improve the holidays. *Journal of the Association for Consumer Research*, 1(4), 509–526.
- Brooks, A.W., Schroeder, J., Risen, J., Gino, F., Galinsky, A., Norton, M. I., & Schweitzer, M. (2016). Don't stop believing: Rituals improve performance by decreasing anxiety. *Organizational Behavior and Human Decision Processes*, 137, 71–85.
- Gino, F., Norton, M. I., & Weber, R. A. (2016). Motivated Bayesians: Feeling moral while acting egoistically. *Journal of Economic Perspectives*, 30(3), 189–212.
- Sezer, O., Zhang, T., Gino, F., & Bazerman, M. (2016). Overcoming the outcome bias: Making intentions matter. *Organizational Behavior and Human Decision Processes*, 137, 13–26.
- Hildreth, J. A. D., Gino, F., & Bazerman, M. (2016). Blind loyalty? How group loyalty makes us see evil or engage in it. *Organizational Behavior and Human Decision Processes*, 132, 16–36.
- Gino, F., Wilmuth, C., & Brooks, A. W. (2015). Compared to men, women view professional advancement as equally attainable, but less desirable. *Proceedings of the National Academy of Sciences*, 112(40), 12354–12359.
- Gino, F., Kouchaki, M., & Galinsky, A. D. (2015). The moral virtue of authenticity: How inauthenticity produces feelings of immorality and impurity. *Psychological Science*, 26(7), 983–996.
- Chance, Z., Gino, F., Norton, M. I., & Ariely, D. (2015). The slow decay and quick revival of self-deception. *Frontiers in Psychology*, 6 (Art 1075), 1–6.
- Lee, J. J., Gino, F., Shu Jin, E., Rice, L. K., & Josephs, R. A. (2015). Hormones and ethics: Understanding the biological basis of unethical conduct. *Journal of Experimental Psychology: General*, 144(5), 891–897.
- Cavanaugh, L. A., Gino, F., & Fitzsimons, G. J. (2015). When doing good is bad in gift-giving: Mis-predicting appreciation of socially-responsible gifts. *Organizational Behavior and Human Decision Processes*, 131, 178–189.
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- Zhang, T., Fletcher, P. O., Gino, F., & Bazerman, M. (2015). Reducing bounded ethicality: How to help individuals notice and avoid unethical behavior. *Organizational Dynamics*, 44, 310–317.
- Gino, F. (2015). Understanding ordinary unethical behavior: Why people who value morality act immorally. *Current Opinion in Behavioral Sciences*, 3, 107–111.
- Sezer, O., Gino, F., & Bazerman, M. H. (2015). Ethical blind spots: Explaining unintentional unethical behavior. *Current Opinion in Psychology*, 6, 77–81.
- Ayal, S., Gino, F., Barkan, R., & Ariely, D. (2015). Three principles to REVISE people's unethical behavior. *Perspectives on Psychological Science*, 10(6), 738–741.
- Kouchaki, M., & Gino, F. (2015). Dirty deeds unwanted: The use of biased memory processes in the context of ethics. *Current Opinion in Psychology*, 6, 82–88.
- Moore, C., & Gino, F. (2015). Approach, ability, aftermath: A psychological framework of unethical behavior at work. *Academy of Management Annals*, 9, 235–289.
- Lee, J. J., & Gino, F. (2015). Poker-faced morality: Concealing emotions leads to utilitarian decision-making. *Organizational Behavior and Human Decision Processes*, 126, 49–64.
- Blake, P. R., Piovesan, M., Montinari, N., Werneken, F., & Gino, F. (2015). Prosocial norms in the classroom: The role of self-regulation in following norms of giving. *Journal of Economic Behavior & Organization*.

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

Shalvi, S., Gino, F., Barkan, R., & Ayal, S. (2015). Self-serving justifications: Doing wrong and feeling moral. *Current Directions in Psychological Science*, 24(2), 125–130.

Zhang, T., Gino, F., & Bazerman, M. H. (2014). Morality rebooted: Exploring simple fixes to our moral bugs. *Research in Organizational Behavior*, Volume 34, 63–79.

Kouchaki, M., Oveis, C., & Gino, F. (2014). Guilt enhances the sense of control and drives risky judgments. *Journal of Experimental Psychology: General*, 143(6), 2103–2110.

Casciaro, T., Gino, F., & Kouchaki, M. (2014). The contaminating effects of building instrumental links: How networking can make us feel dirty. *Administrative Science Quarterly*, 59(4), 705–735.
This paper won the AOM OB Division's Outstanding Publication Award

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

Gino, F. & Wiltermuth, S. (2014). Evil genius? How dishonesty can lead to greater creativity. *Psychological Science*, 25(4), 973–981.

Lee, J. J., Gino, F., & Staats, B. (2014). Rainmakers: Why bad weather means good productivity. *Journal of Applied Psychology*, 99(3), 504–513.

Bellezza, S., Gino, F., & Keinan, A. (2014). The red sneakers effect: Inferring status and competence from signals of nonconformity. *Journal of Consumer Research*, 41(1), 35–54.

Kouchaki, M., Gino, F., & Jami, A. (2014). The burden of guilt: Heavy backpacks, light snacks, and enhanced morality. *Journal of Experimental Psychology: General*, 143(1), 414–424.

Norton, M., & Gino, F. (2014). Rituals alleviate grieving for loved ones, lovers, and lotteries. *Journal of Experimental Psychology: General*, 143(1), 266–272.

Shaw, A., Montinari, N., Piovesan, M., Olson, K. R., Gino, F., & Norton, M. I. (2014). Children develop a veil of fairness. *Journal of Experimental Psychology: General*, 143(1), 363–375.

Gino, F., & Mogilner, C. (2014). Time, money, and morality. *Psychological Science*, 25(2), 414–421.

Bazerman, M. H., Gino, F., Shu, L. L., & Tsay, C. (2013). The power of the cognition/emotion distinction for morality. *Emotion Review*, 6(1), 87–88.

Ruedy, N. E., Moore, C., Gino, F., & Schweitzer, M. (2013). The cheater's high: The unexpected affective benefits of unethical behavior. *Journal of Personality and Social Psychology*, 105(4), 531–548.

Swift, S. A., Moore, D. A., Sharek, Z., & Gino, F. (2013). Inflated applicants: Attribution errors in performance evaluation by professionals. *PLoS ONE*, 8(7), e69258.

Vohs, K., Wang, Y., Gino, F., & Norton, M. (2013). Rituals enhance consumption. *Psychological Science*, 24(9), 1714–1721.

Cable, D. M., Gino, F., & Staats, B. (2013). Breaking them in or eliciting their best? Reframing socialization around newcomers' authentic self-expression. *Administrative Science Quarterly*, 58(1), 1–36.
This paper won the AOM OB Division's Outstanding Publication Award

Gino, F., Krupka, E., & Weber, R. (2013). License to cheat: Voluntary regulation and ethical behavior. *Management Science*, 59(10), 2187–2203.

Gino, F., Ayal, S., & Ariely, D. (2013). Self-serving altruism? The lure of unethical actions that benefit others. *Journal of Economic Behavior and Organization*. Special Issue: "Deception, Incentives and Behavior," 93, 285–292.

This paper won the Emerald Citations of Excellence Award for 2016.

- Moore, C., & Gino, F. (2013). Ethically adrift: How others pull our moral compass from true north, and how we can fix it. *Research in Organizational Behavior*, 33, 53–77.
- Wiltermuth, S., & Gino, F. (2013). “I’ll have one of each”: How separating rewards into (meaningless) categories increases motivation. *Journal of Personality and Social Psychology*, 104(1), 1–13.
- KC, D., Staats, B., & Gino, F. (2013). Learning from my successes and from others’ failures: Evidence from minimally invasive cardiac surgery. *Management Science*, 59(11), 2435–2449.
- Tost, L. P., Gino, F., & Larrick, R. (2013). When power makes others speechless: The negative impact of leader power on team performance. *Academy of Management Journal*, 56(5), 1465–1486.
- Simonsohn, U., & Gino, F. (2013). Daily Horizons: Evidence of narrow bracketing in judgments from 9000 MBA admission interviews. *Psychological Science*, 24(2), 219–224.
- Shu, L., Mazar, N., Gino, F., Ariely, D. & Bazerman, M. (2012). Signing at the beginning makes ethics salient and decreases dishonest self-reports in comparison to signing at the end. *Proceedings of the National Academy of Sciences*, 109(38), 15197–15200.
- Gino, F., & Galinsky, A. (2012). Vicarious dishonesty: When psychological closeness creates distance from one’s moral compass. *Organizational Behavior and Human Decision Processes*, 119(1), 15–26.
- Shu, L., & Gino, F. (2012). Sweeping dishonesty under the rug: How unethical actions lead to forgetting of moral rules. *Journal of Personality and Social Psychology*, 102(6), 1164–1177.
- Gino, F. & Desai, S. (2012). Memory lane and morality: How childhood memories promote prosocial behavior. *Journal of Personality and Social Psychology*, 102(4), 743–758.
- Gino, F., & Ariely, D. (2012). The dark side of creativity: Original thinkers can be more dishonest. *Journal of Personality and Social Psychology*, 102(3), 445–459.
- Barkan, R., Ayal, S., Gino, F., & Ariely, D. (2012). The pot calling the kettle black: Distancing response to ethical dissonance. *Journal of Experimental Psychology: General*, 141(4), 757–773.
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- Staats, B., & Gino, F. (2012). Specialization and variety in repetitive tasks: Evidence from a Japanese bank. *Management Science*, 58(6), 1141–1159.
- Gardner, H., Gino, F. & Staats, B. (2012). Dynamically integrating knowledge in teams: A resource-based view of team performance. *Academy of Management Journal*, 55(4), 998–1022.
- Tost, L. P., Gino, F., & Larrick, R. (2012). Power, competitiveness, and advice taking: Why the powerful don’t listen. *Organizational Behavior and Human Decision Processes*, 117(1), 53–65.
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- Malhotra, D. & Gino, F. (2011). The pursuit of power corrupts: How investing in outside options motivates opportunism in relationships. *Administrative Science Quarterly*. Special issue: “Social Psychological Perspectives on Power and Hierarchy,” 56(4), 559–592.
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- Gino, F., Schweitzer, M., Mead, N., & Ariely, D. (2011). Unable to resist temptation: How self-control depletion promotes unethical behavior. *Organizational Behavior and Human Decision Processes*, 115(2), 191–203.
- Gino, F., & Margolis, J. (2011). Bringing ethics into focus: How regulatory focus and risk preferences influence (un)ethical behavior. *Organizational Behavior and Human Decision Processes*, 115(2), 145–156.
- Chance, Z., Norton, M., Gino, F., & Ariely, D. (2011). Temporal view of the costs and benefits of self-deception. *Proceedings of the National Academy of Sciences*, 108(3), 15655–15659.
- Caruso, E. M., & Gino, F. (2011). Blind ethics: Closing one's eyes polarizes moral judgments and discourages dishonest behavior. *Cognition*, 118(2), 280–285.
- Gino, F., Sharek, Z., & Moore, D. A. (2011). Keeping the illusion of control under control: Ceilings, floors, and imperfect calibration. *Organizational Behavior and Human Decision Processes*, 114(2), 104–114.
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- Shu, L., Gino, F., & Bazerman, M. (2011). Dishonest deed, clear conscience: When cheating leads to moral disengagement and motivated forgetting. *Personality and Social Psychology Bulletin*, 37(3), 330–349.
- Grant, A., Gino, F., & Hofmann, D. (2011). Reversing the extraverted leadership advantage: The role of collective employee proactivity. *Academy of Management Journal*, 54(3), 528–550.
- Bazerman, M. H., Gino, F., Shu, L. L., & Tsay, C. (2011). Joint evaluation as a real-world tool for managing emotional assessment of morality. *Emotion Review*, 3(3), 290–292. Special issue: "Morality and Emotion."
- Gino, F., Argote, L., Miron-Spektor, E., & Todorova, G. (2010). First, get your feet wet: The effects of learning from direct and indirect experience on team creativity. *Organizational Behavior and Human Decision Processes*, 111(2), 102–115.
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- Gino, F., Norton, M., & Ariely, D. (2010). The counterfeit self: The deceptive costs of faking it. *Psychological Science*, 21(5), 712–720.
- Gino, F., & Pierce, L. (2010). Lying to level the playing field: Why people may dishonestly help or hurt others to create equity. *Journal of Business Ethics*, 95(1), 89–103.
Special issue: "Regulating Ethical Failures: Insights from Psychology."
- Grant, A., & Gino, F. (2010). A little thanks goes a long way: Explaining why gratitude expressions motivate prosocial behavior. *Journal of Personality and Social Psychology*, 98(6), 946–955.
- Gino, F., & Pierce, L. (2010). Robin Hood under the hood: Wealth-based discrimination in illicit customer help. *Organization Science*, 21(6), 1176–1194.
- Zhong, C. B., Bohns, V. K., & Gino, F. (2010). A good lamp is the best police: Darkness increases self-interested behavior and dishonesty. *Psychological Science*, 21(3), 311–314.
- Gino, F., Gu, J., & Zhong, C. B. (2009). Contagion or restitution? When bad apples can motivate ethical behavior. *Journal of Experimental Social Psychology*, 45(6), 1299–1302.
- Gino, F., & Pierce, L. (2009). Dishonesty in the name of equity. *Psychological Science*, 20(9), 1153–1160.
- Gino, F., & Bazerman, M. H. (2009). When misconduct goes unnoticed: The acceptability of gradual erosion in others' unethical behavior. *Journal of Experimental Social Psychology*, 45(4), 708–719.
- Gino, F., & Pierce, L. (2009). The abundance effect: Unethical behavior in the presence of wealth. *Organizational Behavior and Human Decision Processes*, 109(2), 142–155.

Mead, N., Baumeister, R. F., [Gino, F.](#), Schweitzer, M., & Ariely, D. (2009). Too tired to tell the truth: Self-control resource depletion and dishonesty. [Journal of Experimental Social Psychology](#), 45(3), 594–597.

[Gino, F.](#), Ayal, S., & Ariely, D. (2009). Contagion and differentiation in unethical behavior: The effect of one bad apple on the barrel. [Psychological Science](#), 20(3), 393–398.

[Gino, F.](#), Shang, J., & Croson, R. C. (2009). The impact of information from similar or different advisors on judgment. [Organizational Behavior and Human Decision Processes](#), 108(2), 287–302.

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[Gino, F.](#) (2008). Do we listen to advice just because we paid for it? The impact of advice cost on its use. [Organizational Behavior and Human Decision Processes](#), 107(2), 234–245.

[Gino, F.](#), & Pisano, G. (2008). Toward a theory of behavioral operations. [Manufacturing and Service Operations Management](#), 10(4), 676–691.

[Gino, F.](#), & Moore, D. A. (2008). Using final deadlines strategically in negotiation. [Negotiation & Conflict Management Research](#), 1(4), 371–389.

[Gino, F.](#), & Moore, D. A. (2008). Why negotiators should reveal their deadlines: Disclosing weaknesses can make you stronger. [Negotiation & Conflict Management Research](#), 1(1), 77–96.

[Gino, F.](#), & Moore, D. A. (2007). Effects of task difficulty on use of advice. [Journal of Behavioral Decision Making](#), 20(1), 21–35.

Business Articles

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[Gino, F.](#) (2018). Want to run a good meeting? First, take a comedy class. [Wall Street Journal](#), October 29.

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[Gino, F.](#) (2017). Leaders say they want nonconformist employees. They sure don't act like it. [Wall Street Journal](#), May 16.

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Gino, F. (2013). *Sidetracked: Why Our Decisions Get Derailed and How We Can Stick to the Plan*. Harvard Business Review Press, Boston, MA.
This book was a finalist for the Academy of Management's George R. Terry Book Award.

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- [Gino, F.](#), Staats, B. & Green, P., Jr. (2018). “Reinventing Performance Management at Deloitte (A) & (B).” Harvard Business School Case 918-020 & 918-021.
- [Gino, F.](#), Staats, B. & Green, P., Jr. (2018). “Reinventing Performance Management at Deloitte.” Harvard Business School Teaching Note 917-022.
- [Gino, F.](#), DeCelles, K. & Hull, O. (2017). “Mac’s Convenience Stores (A) & (B).” Harvard Business School Case 918-001 & 918-002.
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- Pisano, G., [Gino, F.](#), & Staats, B. (2016). “Pal’s Sudden Service — Scaling an Organizational Model to Drive Growth” Harvard Business School Case 916-052.
- Wasynczuk, A., [Gino, F.](#), & Huang, K. (2016). “Honoring the Contract – Role for Quantron” [916-035] & “Honoring the Contract – Role for YOUReka” [816-036], Harvard Business School Cases.
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- [Gino, F.](#), Green, P., Jr., & Staats, B. (2016). “Scaling Well by Doing Good: Motivating Talent at b.good.” Harvard Business School Case 916-031.
- [Gino, F.](#), & Staats, B. (2015). “Mary-Caroline Tillman at Egon Zehnder: Spotting Talent in the 21st Century.” Harvard Business School Case 416-017.
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- [Gino, F.](#), & Staats, B. (2012). “Samasource: Give Work, Not Aid.” Harvard Business School Teaching Note 5-912-012.
- [Gino, F.](#), Dessain, V., Misztal, K., & Khayyat, M. (2012). “Poles Apart on PZU (A), (B) & (C).” Harvard Business School Case 9-912-013, 9-912-014, & 9-912-015.
- [Gino, F.](#) (2013). “Poles Apart on PZU (A), (B) and (C) TN.” Harvard Business School Teaching Note 5-912-016.
- [Gino, F.](#), Toffel, M. W., & Van Sice, S. (2012). “Fiji versus FIJI: Negotiating Over Water.” Harvard Business School Case 9-912-030.
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Bowen, K., & Gino, F. (2006). "Whitesides Lab." Harvard Business School Case 606-064.

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Conference Presentations

I regularly present my work at the following conferences

Academy of Management

Association for Consumer Research

Association for Psychological Science

Behavioral Decision Research in Management

European Association of Social Psychology

INGRoup

International Association for Conflict Management

Positive Organizational Scholarship Research Conference

Society for Consumer Psychology

Society for Judgment and Decision Making

Society of Personality and Social Psychology

Invited Seminars

Over the last few years, I gave talks at various schools, including:

Anderson School of Management, University of California in Los Angeles; Booth School of Business, University of Chicago; Boston College; Carlson School of Management, University of Minnesota; Center for Behavioral Decision Research, Carnegie Mellon University; Columbia Business School, New York University; Cornell University; Darden School of Business, University of Virginia; David Eccles School of Business, University of Utah; Duke University, Psychology Department; Eller College of Management, University of Arizona; Fisher College of Business, Ohio State University; Foster School of Business, University of Washington; Fuqua School of Business, Duke University; Georgetown University; Goizueta Business School, Emory University; Graduate School of Business, Stanford University; Haas School of Business, University of California, Berkeley; Harvard Business School; Harvard Kennedy

School; Harvard University Psychology Department; INSEAD, Fontainebleau (France); Jones Graduate School of Business, Rice University; Kellogg School of Management, Northwestern University; Kenan-Flagler Business School, University of North Carolina; London Business School; Marriott School, Brigham Young University; Marshall School of Business, University of Southern California; Mays Business School, Texas A&M University; McCombs School of Business, University of Texas; Olin School of Business, Washington University in St. Louis; Paduano Seminar Series on Business Ethics, Stern School of Business, NYU; Recanatì Graduate School of Management, Tel Aviv University; Robert H. Smith School of Business, University of Maryland; Rotman School of Management, University of Toronto; Rotterdam School of Management, Erasmus University; School of Management, Boston University; Sloan School of Management, MIT; Stephen M. Ross School of Business, University of Michigan; Stern School of Business, NYU; Tuck School of Business, Dartmouth College; Universitat Pompeu Fabra, Barcelona; University of Amsterdam; University of California, San Diego; University of Virginia Psychology Department; Wharton School, University of Pennsylvania; Yale School of Management, Yale University; Yale University Psychology Department

Honors and Awards

2019 Thinkers50 Ranked Thinker Award and Thinkers50 Talent Award

2017 Thinkers50 Ranked Thinker Award and Thinkers50 Radar Award

2017 Greenhill Award in recognition of individuals at Harvard Business School whose work on behalf of the school and its mission is exemplary

2017 ASFOR Award Best Under-40 Italian Professors, Associazione Italiana per la Formazione Manageriale

2016 Fellow, Association for Psychological Science

2015 World's 40 Best Business School Professors Under 40, Poets and Quants

2015 Harvard Business School Class of 2015 Faculty Award for Outstanding Teaching

2015 Charles M. Williams Award in recognition of remarkable teaching in the MBA Program at Harvard Business School

2015 AOM OB Division's Outstanding Publication Award, for the best paper published during 2014

2015 Best Student-Led Conference Paper Award at the 2015 IACM Conference

2014 Giovane Promessa ("Promising Youth"), General Consulate of Italy in Boston. This award is given annually in recognition of outstanding achievements by a professional under 40.

2014 Smith School 2013-2014 ADVANCE Distinguished Woman Scholar, awarded by UMD-NSF ADVANCE Program for Inclusive Excellence

2014 AOM OB Division's Outstanding Publication Award, for the best paper published during 2013

2013 Top 100 Under-50 Diverse Emerging Leaders for 2013, Diversity MBA Magazine's 7th Annual Exclusive List.

2013 Cummings Scholarly Achievement Award, Academy of Management Organizational Behavior Division.

2008 Best Paper Award, Conflict Management Division of the Academy of Management

Teaching Experience

MBA Level

Negotiation

Leading Difference

Groups and Teams in Organizations

Business Ethics

Undergraduate Level

Negotiation
Groups and Teams in Organizations
Organizational Behavior

Doctoral Level

Micro-theories in Organizational Behavior
Experimental Methods
Behavioral Approaches to Decision Making
Individual Behavior in Organizations

Executive Education

Behavioral Economics
Collaborations that last
Conflict resolution
Decision Making
Driving profitable growth
Influence and persuasion
Leading teams
Leadership and talent management
Negotiation and deal making

Advising

Dissertation committees

Nicole Abi-Esber, Harvard Business School, OB (chair; expected 2022)
Grace Cormier, Harvard Business School, OB (chair; expected 2022)
Aurora Turek, Harvard Business School, OB (expected 2022)
Jeffrey Lees, Harvard Business School, OB (chair; expected 2020)
Hayley Blunden, Harvard Business School, OB (chair; expected 2020)
Martha Jeong, Harvard Business School, OB (chair; 2019)
Paul Green, Harvard Business School, Management DBA (chair; 2018)
Jackson Lu, Columbia University, OB (2018)
Lisa Kwan, Harvard Business School, OB (2017)
Ovul Sezer, Harvard Business School, OB (co-chair; 2017)
Rachel Arnett, Harvard Business School, OB (2017)
Andrew Brodsky, Harvard Business School, OB (2017)
Pinar Fletcher, Harvard Business School, OB (2016)
Ting Zhang, Harvard Business School, OB (chair; 2015)
Julia Lee, Kennedy School of Government, Harvard University (chair; 2014)
Silvia Bellezza, Harvard Business School, marketing (2015)
Johanna Mollerstrom, Economics Department, Harvard University (2013)
Melissa Valentine, Harvard Business School, OB (2013)
Sean Martin, Cornell University, Management and Organizations (2013)
Catherine Shea, Duke University (2013)
Laura Brandimarte, Carnegie Mellon University Heinz College (2012)
Maryam Kouchaki, University of Utah, Organizational Behavior (2012)
Lisa Shu, Harvard Business School, OB/Soc. Psych (2012)
Zach Sharek, Carnegie Mellon University (2012)
Zoë Chance, Harvard Business School, Marketing (2011)
David Remund, UNC School of Journalism (2011)
Joseph Radzevick, Carnegie Mellon University (2011)
Tina Juillerat, UNC Organizational Behavior (co-chair; 2010)
Kimberly Ling, Carnegie Mellon University Organizational Behavior (2009)

University Service

Harvard Business School

Research coach (2014–2018)
Member, Subcommittee on the Degree of Doctor of Philosophy in Organizational Behavior (2012–2015)
Member, HBS Doctoral Program Review Committee (2011–2013)
Member, Organizational Behavior Doctoral Policy and Admissions Committee (2011–present)
Member, Organizational Behavior Doctoral Program comps committee (2011–present)

Member, NOM unit recruiting committee (2010–present)
Co-coordinator, NOM seminar series (2011–2015)
Honor thesis advisor, Harvard College (2010–present)
Honor thesis reader, Harvard College (2012–present)

University of North Carolina

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

Carnegie Mellon University

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

Harvard Business School

Organizer and Coordinator, Behavioral Operations seminar series (2004–2006)
Coordinator, Behavioral Operations Initiative (2004–2006)

Professional Activities

Editor:

Organizational Behavior and Human Decision Processes (Dec. 2016–2019)

Associate editor:

Management Science, Judgment and Decision Making Department (2012–2018)
Organizational Behavior and Human Decision Processes (2012–2015)
Academy of Management Annals (2013–2015)
Current Opinion in Psychology, special issue on morality (2015)

Editorial board member:

Academy of Management Journal (2011–2018)
Administrative Science Quarterly (2014–2016)
Organizational Behavior and Human Decision Processes (2010–2012 & 2020–present)
Organization Science (2013–present)
Journal of Personality and Social Psychology: Attitudes & Social Cognition (2013–2018 & 2020–present)

Ad-hoc reviewing for journals:

I regularly review papers for journals in both Psychology and Management, including: Acta Psychologica; Academy of Management Journal; Academy of Management Review; Administrative Science Quarterly; Cognition; Current Directions in Psychological Science; Organizational Behavior and Human Decision Processes; Organization Science; Management Science; Journal of Applied Psychology; Journal of Behavioral Decision Making; Journal of Experimental Psychology: Applied; Journal of Experimental Psychology: General; Journal of Experimental Social Psychology; Journal of Personality and Social Psychology; Personality and Social Psychology Bulletin; Proceedings of the National Academy of Sciences; Psychological Science

Professional Affiliations

Behavioral Insight Group, Harvard Kennedy School (2013–present)
Ethical Systems.org, invited academic and committee member (2013–present)

Foundations of Human Behavior Initiative at Harvard (2014–present)
Ideas 42 (2010–present)
Mind, Brain, Behavior Initiative at Harvard (2010–present)
Program on Negotiation, Harvard Law School (2010–present)

Professional Memberships

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

Press Coverage

My work has been covered in various media outlets including:

The Atlantic, The Boston Globe, The Boston Herald, Business Week, The Christian Science Monitor, Cosmopolitan, The Economist, Fast Company, The Financial Times, Huffington Post, Harper's, Inc. Magazine, National Public Radio, Newsweek, Knowledge@Wharton, The Pittsburgh Post-Gazette, Psychology Today, Science Daily, Scientific American, Time Magazine, The Wall Street Journal, and USA Today. My work on the "counterfeit self" was featured in the 9th annual "year in ideas" issue of The New York Times Magazine.