



Jon M. Jachimowicz

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EDUCATION

- 2019 Ph.D., MPhil, Management, Columbia Business School, New York City, NY
Dissertation: *The Dynamic Nature of Passion: Understanding the Pursuit, Experience, and Perception of Passion*
Committee: Professor Adam D. Galinsky (chair)
Professor Modupe Akinola
Professor Joel Brockner
Professor Elke U. Weber
Professor Amy Wrzesniewski (external)
- 2014 M.Phil., Innovation, Strategy, & Organization, University of Cambridge, Judge Business School
- 2013 M.A., Management and Psychology, University of St Andrews

HARVARD UNIVERSITY

Appointments

2019 – present Assistant Professor of Business Administration

Teaching Assignments

- 2019 – 2023 Leadership & Organizational Behavior (LEAD), MBA Required Curriculum (RC), fall
2021, 2022 Bridges, RC (first-year MBA) capstone
2022, 2023 Summer Venture in Management Program, residential program for college juniors and seniors
2020 – 2022 Developing Yourself as a Leader, executive education program
2021 – present Various additional custom executive education programs (e.g., Bacardi, athenahealth)

AWARDS AND HONORS

2024	Thinkers50 Radar
2023	Rising Star Award, Association for Psychological Science
2021	Poets & Quants, Best 40 Under 40 Business School Professors
2020	Forbes 30 under 30 (DACH region)
2020	Capital Magazine 40 under 40
2017	JDM Pre-Conference Student Paper Award, Society for Personality and Social Psychology

FELLOWSHIPS AND GRANTS

2019 – 2023	Family Independence Initiative (co-lead with Oliver Hauser; total amount: \$593,000)
2017	DRRC Student Conference Travel Scholarship, SPSP Graduate Student Travel Grant
2016	Deming Foundation Grant
2013 – 2014	Economics and Social Research Council Scholarship, Kurt Hahn Trust Scholarship
2013	Miller Prize for Best Undergraduate Student in Graduating Class
2011 – 2018	German National Academic Merit Foundation (<i>Studienstiftung</i>)

PUBLICATIONS

⁺ denotes student author. * denotes shared first authorship.

Peer-reviewed journal articles:

⁺Krautter, K., ⁺Buechner, A., & **Jachimowicz, J.M.** (2023). Extraverts Reap Greater Social Rewards from Passion Because they Express Passion More Frequently and More Diversely. *Personality and Social Psychology Bulletin*.

⁺*Breddehorst, J., ⁺Krautter, K., Meuris, J., & ***Jachimowicz, J.M.** (2023). The Challenge of Maintaining Passion for Work Over Time: A Dynamic Perspective on Passion and Emotional Exhaustion. *Organization Science*.

⁺Kwon, M., Lee Cunningham, J., & **Jachimowicz, J.M.** (2023). Discerning Saints: Moralization of Intrinsic Motivation and Selective Prosociality at Work. *Academy of Management Journal*.

***Jachimowicz, J.M** & ***Weisman, H.** (2022). Divergence Between Employee and Employer Understandings of Passion: Theory and Implications for Future Research. *Research in Organizational Behavior*.

⁺Wang, K., ⁺Bailey, E., & **Jachimowicz, J.M.** (2022). The Passionate Pygmalion Effect: Passion produces greater performance in part because of preferential treatment by others. *Journal of Experimental Social Psychology*.

⁺Blesch, K., Hauser, O.P., **Jachimowicz, J.M.** (2022). Measuring Inequality Beyond the Gini Coefficient May Clarify Conflicting Findings. *Nature Human Behaviour*, 6, 1525-1536

Landis, B., **Jachimowicz, J.M.**, Wang, D., & Krause, R. (2022). Revisiting Extraversion and Leadership Emergence: A Social Network Churn Perspective. *Journal of Personality and Social Psychology*, 123(4), 811–829

Witte, M., Hensel, L., ... & **Jachimowicz, J.M.** (2022). Global Behaviors, Perceptions, and the Emergence of Social Norms at the Onset of the COVID-19 Pandemic. *Journal of Economic Behavior and Organization*, 193, 473-496.

Jachimowicz, J.M. (2022). Embracing field studies as a tool for learning. *Nature Reviews Psychology*.

***Jachimowicz, J.M.**, *Davidai, S., +Goya-Tochetto, D., Szaszi, B., Day, M.V., +Tepper, S.J., Phillips, L.T., Mirza, M.U., Ordabayeva, N., Hauser, O.P. (2022). Inequality in Researchers' Minds: Four Guiding Questions for Studying Subjective Perceptions of Economic Inequality. *Journal of Economic Surveys*.

Jachimowicz, J.M., Frey, E., Matz, S.C., Jeronimus, B.F., & Galinsky, A.D. (2022). The Sharp Spikes of Poverty: Financial Scarcity Is Related to Higher Levels of Distress Intensity in Daily Life. *Social Psychological and Personality Science*, 13(8), 1187-1198.

Jachimowicz, J.M., Wihler, A., & Galinsky, A.D. (2021). My Boss' Passion Matters as Much as My Own: The Interpersonal Dynamics of Passion are a Critical Driver of Performance Evaluations. *Journal of Organizational Behavior*, 3(9), 1496-1515.

*Gladstone, J.J., ***Jachimowicz, J.M.**, *Greenberg, A.E., & Galinsky, A.D. (2021). Financial Shame Spirals: How Shame Intensifies Financial Hardship. *Organizational Behavior and Human Decision Processes*, 167, 42-56.

Anicich, E., **Jachimowicz, J.M.**, +Osborne, M., & Phillips, L.T. (2021). Structuring Local Environments to Avoid Racial Diversity: Anxiety Drives Whites' Geographical and Institutional Self-Segregation Preferences. *Journal of Experimental Social Psychology*. Covered by Science Magazine as a notable paper.

***Jachimowicz, J.M.**, *Mo, R., Greenberg, A.E., Jeronimus, B.F., & Whillans, A.V. (2021). Income More Reliably Predicts Frequent than Intense Happiness. *Social Psychological and Personality Science*, 12(7), 1294-1306.

+Götz, F., +Gvirtz, A., Galinsky, A.D., & **Jachimowicz, J.M.** (2021) How Personality and Policy Predict Pandemic Behavior: Understanding Sheltering-in-Place in 55 Countries at the Onset of COVID-19. *American Psychologist*, 76(1), 39-49.

***Jachimowicz, J.M.**, *Lee Cunningham, J., Staats, B., Gino, F., & Menges, J.I. (2021). Between Home and Work: Commuting as an Opportunity for Role Transitions. *Organization Science*, 32(1), 64-85.

***Jachimowicz, J.M.**, *Gladstone, J.G., Berry, D., Kirkdale, C., Thornley, T., Galinsky, A.D. (2021). Making medications *stick*: improving medication adherence by highlighting the personal health costs of non-compliance. *Behavioural Public Policy*, 5(3), 396-416.

***Jachimowicz, J.M.**, *Szaszi, B., Lukas, M., Smerdon, D., Prabhu, J., & Weber, E.U. (2020). Higher economic inequality intensifies the financial hardship of people living in poverty by fraying the community buffer. *Nature Human Behaviour*, 4, 702-712.

Jachimowicz, J.M., +Duncan, S., Weber, E.U., & Johnson, E.J. (2019). When and why defaults influence decisions: a meta-analysis of default effects. *Behavioural Public Policy*, 3(2), 159-186.

Jachimowicz, J.M., To, C., Agasi, S., Côté, S., & Galinsky, A.D. (2019). The gravitational pull of passion: why and when people admire and support individuals who express passion. *Organizational Behavior and Human Decision Processes*, 153, 41-62.

Jachimowicz, J.M., Wihler, A., Bailey, E.R. & Galinsky, A.D. (2018). Why grit requires perseverance and passion to positively predict performance. *Proceedings of the National Academy of Sciences*. 115(40), 9980-9985.

***Jachimowicz, J.M.**, *Hauser, O., O'Brien, J., Sherman, E., & Galinsky, A.D. (2018). The critical role of second-order normative beliefs in predicting energy conservation. *Nature Human Behavior*, 2(10), 757-764.

Jachimowicz, J.M., Chafik, S., Munrat, S., Prabhu, J., & Weber, E.U. (2017). Community trust reduces myopic decisions of low-income individuals. *Proceedings of the National Academy of Sciences*. 114(21), 5401-5406.

Papers under review and in revision:

Frank, E., ⁺Krautter, K., Wu, W., & **Jachimowicz, J.M.** Riding the Passion Wave or Fighting to Stay Afloat? How Employees Experience High Passion Teams. (Revise and Resubmit at *Administrative Science Quarterly*)

He, J., **Jachimowicz, J.M.**, & Moore, C. How Gendered Inferences About Passion Advantage Unexceptional Men in High-Potential Settings. (Revise and Resubmit at *Organization Science*)

Bailey, E., **Jachimowicz, J.M.**, Wu, W., ⁺Krautter, K., & Galinsky, A.D. Passion is Associated with Performance Overconfidence. (Revise and Resubmit at *Social Psychological and Personality Science*)

⁺Berry, Z., **Jachimowicz, J.M.**, & Lucas, B. People Overestimate How Harshly They Are Evaluated for Disengaging from a Passion Pursuit. (Reject and Resubmit at *Journal of Personality and Social Psychology*)

***Jachimowicz, J.M.**, *Thai, S., ⁺Krautter, K., & ⁺Anders, L. “I’m Happy for You, But...”: Divergent Outcomes for Capitalizing Work Experiences Among Dual-Career Couples. (Under Review at *Journal of Personality and Social Psychology*)

Papers in preparation:

⁺Cao, Y., ⁺Krautter, K., Wu, W., & ***Jachimowicz, J.M.** From Pain to Passion: The Role of Negative Beneficiary Contact in the Maintenance of Passion over Time. (aiming to submit to *Administrative Science Quarterly* by spring/summer 2024)

⁺Murray, J., **Jachimowicz, J.M.**, & Schabram, K. The Role of Self-Imposed Constraints in Meaningful Work. (aiming to submit to *Academy of Management Journal* by spring/summer 2024)

⁺Krautter, K., ⁺Berry, Z., ⁺Gorges, M., Ward, S., & **Jachimowicz, J.M.** Gender Inequalities in the Daily Pursuit of Passion. (aiming to submit to *Journal of Applied Psychology* by spring/summer 2024)

Selected practitioner articles:

Krautter, K., Buechner, A., & **Jachimowicz, J.M.** Stop Assuming Introverts Aren’t Passionate About Work. *Harvard Business Review* Digital Article, December 4, 2023.

⁺Kwon, M., Lee Cunningham, J., & **Jachimowicz, J.M.** Your Love For Work May Alienate Your Coworkers. *Harvard Business Review* Digital Article, June 14, 2023.

⁺Bredehorst, J., ⁺Krautter, K., Meuris, J., & **Jachimowicz, J.M.** Don’t Let Passion Lead to Burnout On Your Team. *Harvard Business Review* Digital Article, May 17, 2023.

Howe, L., **Jachimowicz, J.M.**, & Menges, J. I. To Retain Employees, Support Their Passions Outside Work. *Harvard Business Review* Digital Article, March 30, 2022.

⁺Berry, Z., & **Jachimowicz, J.M.** When Following Your Passion Turns Toxic. *Harvard Business Review* Digital Article, November 18, 2021.

Howe, L., **Jachimowicz, J.M.**, & Menges, J. I. Your Job Doesn’t Have to Be Your Passion (June 2021). *Harvard Business Review* Digital Article, June 4, 2021.

Jachimowicz, J.M., He, J., & Arango, J. The Unexpected Benefits of Pursuing a Passion Outside of Work. *Harvard Business Review* Digital Article, November 19, 2019.

Jachimowicz, J.M. 3 Reasons It’s So Hard to “Follow Your Passion.” *Harvard Business Review* Digital Article, October 15, 2019.

Teaching and course development materials:

Jachimowicz, J.M., Migdal, A., & Hancock, N. Toby Norman: Is Passion Enough for Simprints to Thrive? Harvard Business School case 424-015 (August 2023, Rev. February 2024) [19pa].

Jachimowicz, J.M. Toby Norman: Is Passion Enough for Simprints to Thrive? (TN). Harvard Business School teaching note xxx-xxx (February 2024) [xxp].

Jachimowicz, J.M., & DeLong, T.J. Kwame Owusu-Kesse at the Harlem Children's Zone. Harvard Business School case 422-020 (September 2021, Rev. November 2021) [16p].

Jachimowicz, J.M. Kwame Owusu-Kesse at the Harlem Children's Zone (TN). Harvard Business School teaching note 423-042 (September 2022, Rev. September 2023) [16p].

Jachimowicz, J.M., & Gino, F. Sarah Robb O'Hagan: The Rocky Road of Passion, Harvard Business School case 422-055 (July 2021, Rev. September 2021) [11p].

Jachimowicz, J.M., & Gino, F. Sarah Robb O'Hagan: The Rocky Road of Passion (TN), Harvard Business School teaching note 423-034 (August 2022) [23p].

SELECTED PRESENTATIONS

“From Pain to Passion: The Role of Negative Beneficiary Contact in the Maintenance of Passion over Time.”

Invited Seminar, UVA Darden, Organizational Behavior Seminar (April 2024, *scheduled*)

May Meaning Meeting (May 2023)

Invited Seminar, Stanford Graduate School of Business, Organizational Behavior Seminar (April 2023)

Invited Seminar, UCLA Anderson, Behavioral Decision Research Group (April 2023)

Wharton OB Junior Faculty Conference (November 2022)

“The Role of Self-Imposed Constraints in Meaningful Work.”

Wharton OB Junior Faculty Conference (November 2023)

“The Challenge of Maintaining Passion for Work Over Time: A Dynamic Perspective on Passion and Exhaustion”

Invited Seminar, WU Vienna (October 2022)

Academy of Management (August 2022)

POS Research Conference (June 2022)

Invited Seminar, UNC Kenan-Flagler (April 2022)

Invited Seminar, University of Exeter Business School (March 2022)

Behavioral Science and Policy Association (May 2021)

Society for Personality and Social Psychology (February 2021)

“Gender Inequalities in the Daily Pursuit of Passion”

Academy of Management (August 2022)

POS Research Conference (June 2022)

“Divergence Between Employee and Employer Understandings of Passion: Theory and Implications for Future Research”

May Meaning Meeting (May 2022)

“The Dynamic Nature of Passion: Understanding the Pursuit, Experience, and Perception of Passion”

Invited Seminar, Georgetown McDonough School of Business (November 2018)

Invited Seminar, Harvard Business School (November 2018)

Invited Seminar, Duke Fuqua School of Business (November 2018)

Invited Seminar, NYU Stern School of Business (October 2018)

Symposium Organizer & Presenter:

- Pitfalls and Inequalities Complicating the Pursuit of Passion. Academy of Management (August 2022)
- Pursuing Passion: Why does It Propel and Hold People Back? Society for Personality and Social Psychology (February 2021)
- Passion: The Key Ingredient for Success? Perspectives on Passion and Work in Management Research. Academy of Management (August 2019)
- Passion for Work: Worthy Pursuit or Potential Pitfall? Academy of Management (August 2018)
- Consequences, Perceptions and Pursuit of Work Passion Impact Employees and Their Organizations. Academy of Management (August 2017)
- Antecedents, Consequences and Interpersonal Costs of Passion for Work. Society for the Study of Motivation (May 2017)
- Passion: Buzzword or Theoretical Construct? Academy of Management (August 2016)

PROFESSIONAL ACTIVITIES

2023 – present	Co-Organizer, Meaning Micro-Community Gathering at AOM
2021 – present	Editorial Review Board, <i>Academy of Management Journal</i>
2021 – 2023	Special Issue Associate Editor, <i>Academy of Management Discoveries</i>
2021, 2022	Member, Organizational Behavior Unit Faculty Recruiting Committee, HBS
2021 – present	INFORMS <i>Organization Science</i> Dissertation Proposal Reviewer
2020	Co-Organizer, Behavioral Insights Group Doctoral Conference

Ad-hoc reviewing

Science, Organization Science, Proceedings of the National Academy of Sciences, Journal of Personality and Social Psychology, Psychological Science, Organizational Behavior and Human Decision Processes, Journal of Experimental Social Psychology, Perspectives in Psychological Science, Swiss National Science Foundation & others

PhD student advising

Zach Berry (6th year, OB Department, Cornell University, external committee member; starting 07/2024: Assistant Professor, USC Marshall School of Business)
Megan Gorges (4th year, OB Unit, Harvard Business School, primary advisor)
Justine Murray (3rd year, OB Unit, Harvard Business School, primary advisor)
Yajun Cao (2nd year, OB Unit, Harvard Business School, secondary advisor)
Kai Krautter (1st year, OB Unit, Harvard Business School, primary advisor)

Research assistant advising

Kristin Blesch (placement: PhD program, University of Bremen)
Joy Bredehorst (placement: PhD program, University of Cologne)
Hooman Habibnia (placement: PhD program, WU Vienna)
Josephine Tan (placement: PhD program, Stanford Graduate School of Business)

SELECTED MEDIA COVERAGE

- “‘Follow your passion’ is a recipe for being exploited at work.” *LA Times*, May 13, 2023.
- “The pitfalls of loving your job a little too much.” *The Economist*, February 9, 2023.
- “Passion at work is a good thing—but only if bosses know how to manage it.” *Harvard Business School Working Knowledge*, January 24, 2023.
- “Extroverts Often Become Leaders. But They Face a Challenge in Staying Leaders.” *Wall Street Journal*, May 5, 2022
- “Why so many workers have lost interest in their jobs.” *BBC*, February 28, 2022.
- “When your passion works against you.” *Harvard Business School Working Knowledge*, November 25, 2019.
- “Take these 5 things into consideration when you’re trying to find your calling.” *Fast Company*, October 1, 2019.