

**Jon M Jachimowicz**

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**ACADEMIC POSITIONS**

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2019 — Assistant Professor of Business Administration  
 Organizational Behavior Unit, Harvard Business School

**EDUCATION**

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2019 Graduate School of Business, Columbia University  
 PhD in Management

2016 Graduate School of Business, Columbia University  
 MPhil in Management

2014 Judge Business School, University of Cambridge  
 MPhil in Innovation, Strategy, & Organization

2013 University of St Andrews  
 MA in Management and Psychology

**AWARDS AND HONORS**

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2019 – 2022 Evaluating the Influence of Cash Transfers and Community-Building on Poverty Alleviation: A Randomized Controlled Trial in Collaboration with the Family Independence Initiative and the City of Boston (\$500,000), Co-Lead Investigator (with Oliver Hauser)

2017 - 2019 Health Foundation Grant (\$60,000), 2017-2019, Principal Investigator, for “Supporting the Pursuit of Passion in Nurses: A Field Study in UK Hospitals.” Awarded November 2017 (more details [available here](#))

2017 DRRC Student Conference Travel Scholarship

2017 SPSP JDM Pre-Conference Student Paper Award

2017 SPSP Graduate Student Travel Grant

2016 Deming Foundation Grant (\$12,000)

2014 - 2018 Columbia Behavioral Lab Fellowship

2013, 2017 Cambridge Judge Business School Small Research Grant

2013 - 2014 Economic and Social Research Council (UK) Scholarship

2013 - 2014 Kurt Hahn Trust Scholarship

2013 Miller Prize for Best Undergraduate Student in Graduating Class

2011 - 2018 German National Academic Merit Foundation

## **PUBLICATIONS**

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**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.**, \*Gladstone, J.G., Berry, D., Kirkdale, C., Thornley, T., Galinsky, A.D. (2019). [Making medications stick: improving medication adherence by highlighting the personal health costs of non-compliance](#). *Behavioural Public Policy*.

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

**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.**, Wihler, A., Bailey, E.R. & Galinsky, A.D. (2019). [Reply to Guo et al. and Credé: Grit-S scale measures only perseverance, not passion, and its supposed subfactors are merely artifacts](#). *Proceedings of the National Academy of Sciences*.

\***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.

Ruggeri, K., Achterberg, J., Berkessel, J. Navarro, A.L., **Jachimowicz, J.M.**, Whillans, A.V. (2018). [Chapter 9: behavioral insights for the workplace](#). In Ruggeri, K. (Ed.) *Behavioral Insights for Public Policy*. London, UK: Routledge.

**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.

## **MANUSCRIPTS IN REVISION AND UNDER REVIEW**

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\***Jachimowicz, J.M.**, \*Lee, J., Staats, B., Gino, F., & Menges, J.I. [Between Home and Work: Commuting as an Opportunity for Role Transitions](#). (2<sup>nd</sup> Revise & Resubmit at *Organization Science*)

\***Jachimowicz, J.M.**, \*Szaszi, B., Lukas, M., Smerdon, D., Prabhu, J., & Weber, E.U. [The Rising Tide Sinks the Smallest Boats: Why Higher Economic Inequality Intensifies the Poor's Financial Hardship](#). (Revise & Resubmit at *Nature Human Behaviour*)

Landis, B., **Jachimowicz, J.M.**, & Wang, D. A Dynamic Network Perspective on Extraversion and Leadership Emergence: Enduring Winners or Fading Stars? (Revise & Resubmit at *Academy of Management Journal*)

**Jachimowicz, J.M.**, Frey, E., Matz, S.C., Jeronimus, B.F., & Galinsky, A.D. [Financial Scarcity is Linked to Higher Negative Affect Variability and Reduced Well-Being](#).

**Jachimowicz, J.M.**, Brown, Z., Brockner, J., & Galinsky, A.D. Passion Gaps Create Ethical Lapses: Lacking Desired Passion for Work Increases Unethical Pro-Organizational Behavior.

\*Gladstone, J.J., \***Jachimowicz, J.M.**, \*Greenberg, A.E., & Galinsky, A.D. Financial Shame Spirals: Why Shame but Not Guilt Exacerbates Financial Hardship.

**Jachimowicz, J.M.**, Frey, E., To, C., Hauser, O., & Galinsky, A.D. Population Density Shapes Perceptions of Economic Inequality to Influence Well-Being.

**Jachimowicz, J.M.**, Wihler, A., & Galinsky, A.D. Why My Boss' Passion Matters as Much as My Own: Understanding the Role of Passion Attainment in Performance Evaluations.

## **WORKING PAPERS**

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**Jachimowicz, J.M.**, To, C., Menges, J.I., & Akinola, M. Igniting Passion from Within: How Lay Beliefs Guide the Pursuit of Work Passion and Influence Turnover Intentions.

Bailey, E., **Jachimowicz, J.M.**, & Galinsky, A.D. Passionate Hubris: Why Passionate Employees' Overconfidence Hinders Their Performance.

Kakkar, H., Sivanathan, N., **Jachimowicz, J.M.**, & Hu, X. The critical role of the economic environment in influencing the relationship between social class and unethical behaviour.

Frey, E., **Jachimowicz, J.M.**, To, C., & Hauser, O.P. Catching the Upward Drift: Increased Hierarchical Differentiation Only Promotes Individual Performance When Workgroups Have Higher Upward Mobility.

## **PROFESSIONAL PRESENTATIONS**

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### **Invited Presentations**

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| 2018 | Georgetown University, McDonough School of Business                       |
| 2018 | Harvard University, Harvard Business School, Organizational Behavior Unit |
| 2018 | Duke University, Fuqua School of Business, Management and Organizations   |
| 2018 | NYU, Stern School of Business, Management and Organizations               |

### **Chaired Symposia**

Goal Pursuit Dynamics: Informing Motivation Science with a Process Approach. Symposium Organizer, Society for Personality and Social Psychology (Portland, February 2019)

Passion for Work: Worthy Pursuit or Potential Pitfall? Symposium Organizer, Academy of Management (Chicago, August 2018)

Consequences, Perceptions and Pursuit of Work Passion Impact Employees and Their Organizations. Symposium Organizer, Academy of Management (Atlanta, August 2017).

Antecedents, consequences and interpersonal costs of passion for work. Symposium Organizer and Presenter, Society for the Study of Motivation (Boston, May 2017)

Passion: Buzzword or Theoretical Construct?, Symposium Organizer, Academy of Management (Anaheim, August 2016)

### **Selected Presentations**

The Dynamic Model of Passion: The Upsides and Downsides of Passion Variability. Talk accepted at: Society for Personality and Social Psychology (Portland, February 2019)

The Critical Role of Second-Order Normative Beliefs in Predicting Energy Conservation. for Judgment and Decision Making (New Orleans, November 2018)

Catching the Upward Drift: Increased Hierarchical Differentiation Only Promotes Individual Performance When Workgroups Have Higher Upward Mobility. Academy of Management (Chicago, August 2018)

When the Passionate Succeed: Passion for Work Increases Job Performance Only When Their Supervisors Attain Desired Levels of Passion. Academy of Management (Chicago, August 2018)

From Evaluation to Investigation: Designing Field Studies to Measure Underlying Theoretical Mechanisms, Society for Personality and Social Psychology (Atlanta, March 2018)

Why Economic Inequality Makes the Poor Even Poorer: Economic Inequality Increases Financial Hardship for Low-Income Individuals

- Behavioral Decision-Making Research in Management (Boston, June 2018)
- Society for Personality and Social Psychology, Social Class Pre-Conference (Atlanta, March 2018)
- Society for Judgment and Decision Making (Vancouver, November 2017)

Why Passion Pursuit Fails: A Consequence Mindset Toward Achieving Passion Increases Subjective Gaps of Passion and Turnover Intentions

- Transatlantic Doctoral Conference (London, May 2017)
- Academy of Management (Atlanta, August 2017).

Commitment Devices in Medication Adherence at the Pharmacy Level: A Randomized Control Trial, Society for Judgment and Decision Making (Chicago, November 2016)

Default-Rejection: The Hidden Cost of Defaults

- Society for Judgment and Decision Making (Chicago, November 2016)
- Academy of Management (Anaheim, August 2016)
- Behavioral Decision Research in Management (Toronto, June 2016)

Passion Gaps: Differences Between Expected and Actual Levels of Passion Impact Self-Confidence and Work Performance, Academy of Management (Anaheim, August 2016)

Commuting With a Plan: How Goal-Directed Prospecction Can Offset the Strain of Commuting, Academy of Management (Anaheim, August 2016)

### Community Trust Reduces Myopic Decisions of Low-Income Individuals

- Society for Personality and Social Psychology (San Antonio, January 2017)
- World Bank Behavioral Finance Forum (Washington D.C., November 2016)
- Society for Judgment and Decision Making (Chicago, November 2015)

### Workplace Distractions Influence the Relationship Between Job Control and Emotional Exhaustion for Better, and for Worse

- Center for Positive Organizational Scholarship (Ann Arbor, May 2017)
- Academy of Management (Vancouver, August 2015)
- NYU/Columbia Management Conference. (New York, May 2015)
- Society for Judgment and Decision Making (*Poster*; Long Beach, November 2014)

## POPULAR WRITING

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**Jachimowicz, J.M.** (April 2019). The Passion Paradox: A Conversation with Brad Stulberg. *The Behavioral Scientist*, available online [here](#)

**Jachimowicz, J.M.**, Hauser, O., O'Brien, J., Sherman, E., & Galinsky, A.D. (January 2019) People Use Less Energy When They Think Their Neighbors Care About the Environment. *Harvard Business Review*, available online [here](#)

**Jachimowicz, J.M.** (October 2018). The Study Premortem: Why Publishing Null Results Is Only the First Step. *The Behavioral Scientist*, available online [here](#)

**Jachimowicz, J.M.**, Polonski, S. & Matz, S. (October 2017). The Behavioral Scientist's Ethics Checklist. *The Behavioral Scientist*, available online [here](#)

Gino, F., Staats, B., **Jachimowicz, J.M.**, Lee, J.L., Menges, J.I. (*Print, May-June 2017*), Reclaim Your Commute: Getting to And From Work Doesn't Have To Be Soul Crushing. *Harvard Business Review*, 149-153, available online [here](#)

**Jachimowicz, J.M.**, Weber, E.U., & Prabhu, J. (May 2017) The conditions that help poor people make better decisions, according to new research. *Quartz*, available online [here](#)

**Jachimowicz, J.M.** (May 2017) The Business Case for Providing Health Insurance to Low-Income Employees. *Harvard Business Review*, available online [here](#)

**Jachimowicz, J.M.** (April 2017) What to Do When Someone Angrily Challenges Your Data. *Harvard Business Review*, available online [here](#); reprinted in 2018's HBR Guide to Data Analytics Basics for Managers.

**Jachimowicz, J.M.** (March 2017) A 5-Step Process to Get More Out of Your Organization's Data. *Harvard Business Review*, available online [here](#)

Wihler, A., & **Jachimowicz, J.M.** (October 2016) 'Proactivity Can Be a Double-Edged Sword'. *Harvard Business Review*, available online [here](#)

**Jachimowicz, J.M.**, & McNerney, S. (November 2015) 'The Problem With Following Your Passion'. *Washington Post*, available online [here](#)

**Jachimowicz, J.M. & McNerney, S.** (September/October 2015) "The Positive Power of Nudging." *Scientific American Mind*, Volume 26, Issue 5, available online [here](#)

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## TEACHING ACTIVITY

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### **Negotiations and Conflict Resolution**

Adjunct Professor, Manhattan College

Spring 2018

Rating: 4.9/5.0 (25 students; department average: 4.3/5.0)

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## WORKSHOPS

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Harvard BIG Doctoral Workshop, Boston, MA (August 2016)

Spring School for Behavioral Economics, San Diego, CA (March 2015)

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## ADDITIONAL INFORMATION

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**Languages:** Native German and English; Fluent Spanish and Polish; Conversational French

**Citizenships:** Germany and Sweden

**Affiliations:** Academy of Management, Association for Psychological Science, Society for Personality and Social Psychology, Society for Judgment and Decision-Making

**Hobbies:** Salsa Instructor and Teacher (*on 2*), long-distance running/cycling

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## REFERENCES

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