

# HOORIA JAZAIERI

KELLOGG SCHOOL OF MANAGEMENT | NORTHWESTERN UNIVERSITY  
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## CURRENT POSITION

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2018 - *present*    **KELLOGG SCHOOL OF MANAGEMENT | NORTHWESTERN UNIVERSITY**  
POSTDOCTORAL RESEARCH FELLOW  
Departments: Management & Organizations; Marketing

## EDUCATION

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**PH.D.**            **UNIVERSITY OF CALIFORNIA, BERKELEY**  
2018            SOCIAL PSYCHOLOGY  
Dissertation: Reputation: Content, Structure, and Trajectories  
Committee: Dacher Keltner (chair), Laura Kray, Cameron Anderson, Oliver John, & Philippe Goldin

**M.A.**            **SANTA CLARA UNIVERSITY**  
2010            COUNSELING PSYCHOLOGY

**B.S.**            **UNIVERSITY OF WASHINGTON**  
2007            PSYCHOLOGY  
Minors: Political Science; Law, Societies, & Justice

## SELECT GRANTS AND FELLOWSHIPS

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2018            Linzer Grant for Faculty Innovation, Northwestern University  
2015            National Science Foundation Graduate Research Fellowship  
2014            Hornaday Graduate Research Fellowship, Greater Good Science Center  
2013            Eugene V. Cota-Robles Graduate Fellowship, University of California, Berkeley  
2008            Research Excellence Grant, Santa Clara University  
2007            Hackworth Research Grant, Markkula Center for Applied Ethics at Santa Clara University

## RESEARCH INTERESTS

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- Personal Reputation
- Emotion and Emotion Regulation
- Compassionate Leadership
- Team Chemistry

Scholarly Impact (via [Google Scholar](https://scholar.google.com)) - Citations: 2,658; h-index: 25; i10-index: 27

## MANUSCRIPTS UNDER REVIEW OR UNDER REVISION

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- **Jazaieri, H.** & Goldin, P. R. (under review). Examining brief trainings to enhance employee functioning and wellness in organizations.  
-Presented at the 2018 *Academy of Management* conference (Symposium awarded Best Symposium in Management Education and Development)

**SELECT WORKING PAPERS**

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- **Jazaieri, H.** & Gross, J. J. (in prep, writing). Supervisors' emotion regulation profiles and subordinates' job engagement: A theoretical model. Target: *Academy of Management Review*.
- **Jazaieri, H.**, Karasawa, M., & Keltner, D. (in prep, writing). Examining the content of personal reputation: A cross-cultural investigation. Target: *Personality and Social Psychology Bulletin*.
- **Jazaieri, H.**, & Keltner, D. (in prep, editing). Losing, gaining, and reclaiming: How power influences the trajectories of reputation, social status, and trust at work. Target: *Journal of Applied Psychology*.
- **Jazaieri, H.**, & Keltner, D. (in prep, writing). The joy of pitching – Examining how the emotion of joy predicts pitching statistics in baseball. Target: *Psychological Science*.  
-Presented at the 2018 *Society for Affective Science* conference
- **Jazaieri, H.** & Kray, L. (in prep, editing). To be a shark or a saint? How gender and evaluations of unethical behavior influence the construction of negotiator reputations. Target: *Academy of Management Review*.  
-Presented at the 2018 *Academy of Management Review Paper Development Workshop*
- **Jazaieri, H.**, Simon-Thomas, E., Keltner, D., Mendoza-Denton, R., & Goldin, P. R. (in prep, writing). Predicting compassionate behavior: Application, development, and psychometric properties of the Multidimensional Compassion Scale. Target: *Journal of Personality and Social Psychology*.  
-Presented at the 2016 *Mind & Life* conference
- Livne-Tarandach, R., & **Jazaieri, H.** (in prep, writing). Swift sense of community: Exploring how materiality can be resourced for the emergence of a sense of community in temporary organizations. Target: *Academy of Management Journal*.
- O'Neill, O. A. & **Jazaieri, H.** (in prep, writing). The Social Functions of Gratitude in Organizations: A Multi-Method Study of Employees, Dyads, Groups, and the Organization. Target: *Administrative Science Quarterly*.  
-Presented at the 2019 *Organization Science Winter Conference*

**SELECT PEER REVIEWED PUBLICATIONS**

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1. **Jazaieri, H.**, Allison, M. L., Campos, B., Young, R. C., & Keltner, D. (in press). Content, structure, and dynamics of personal reputation: The role of trust and status potential within social networks. *Group Processes & Intergroup Relations*. doi: 10.1177/1368430218806056
2. **Jazaieri, H.** (2018). Compassionate Education from Preschool to Graduate School: Bringing a Culture of Compassion into the Classroom. *Journal of Research in Innovative Teaching & Learning*, 11, 22-66. doi: 10.1108/JRIT-08-2017-0017
3. **Jazaieri, H.**, McGonigal, K. M., Lee, I. A., Jinpa, T., Doty, J. R., Gross, J. J. & Goldin, P. R. (2018). Altering the trajectory of affect and affect regulation: The impact of compassion training. *Mindfulness*, 9, 283-293. doi: 10.1007/s12671-017-0773-3<sup>1</sup>
4. **Jazaieri, H.**, Lee, I. A., McGonigal, K. M., Jinpa, T., Doty, J. R., Gross, J. J., & Goldin, P. R. (2016). A wandering mind is a less caring mind: A daily diary study during compassion cultivation training. *Journal of Positive Psychology*, 11, 37-50. doi: 10.1080/17439760.2015.1025418<sup>2</sup>

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<sup>1</sup> Featured in the *Wall Street Journal* (July 31, 2017): <https://www.wsj.com/articles/find-compassion-for-difficult-people-1501519713>

Featured in *Harvard Business Review* (October 19, 2018): <https://hbr.org/2018/10/working-with-people-who-arent-self-aware>

5. **Jazaieri, H.**, Lee, I. A., Goldin, P. R., & Gross, J. J. (2016). Pre-treatment social anxiety severity moderates the impact of mindfulness-based stress reduction and aerobic exercise. *Psychology and Psychotherapy: Theory, Research, and Practice*, *89*, 229-234. doi: 10.1111/papt.12060
6. **Jazaieri, H.**, Morrison, A. S., Goldin, P. R., & Gross, J. J. (2015). The role of emotion and emotion regulation in social anxiety disorder. *Current Psychiatry Reports*, *7*, 1-9. doi: 10.1007/s11920-014-0531-3<sup>3</sup>
7. Goldin, P. R., Lee, I. A., Ziv, M., **Jazaieri, H.**, Heimberg, R. G., & Gross, J. J. (2014). Trajectories of change in emotion regulation and social anxiety during Cognitive-Behavioral Therapy for social anxiety disorder. *Behaviour Research and Therapy*, *56*, 7-15. doi: 10.1016/j.brat.2014.02.005<sup>4</sup>
8. Gross, J. J. & **Jazaieri, H.** (2014). Emotion regulation and psychopathology: An affective science perspective. *Clinical Psychological Science*, *2*, 387-401. doi: 10.1177/2167702614536164
9. **Jazaieri, H.**, McGonigal, K. M., Jinpa, T. G., Doty, J. R., Gross, J. J., & Goldin, P. R. (2014). A randomized controlled trial of Compassion Cultivation Training: Effects on mindfulness, affect, and emotion regulation. *Motivation and Emotion*, *38*, 23-35. doi: 10.1007/s11031-013-9368-z<sup>5</sup>
10. Goldin, P. R., Ziv, M., **Jazaieri, H.**, Hahn, K., Heimberg, R. G., & Gross, J. J. (2013). Impact of cognitive-behavioral therapy for social anxiety disorder on the neural dynamics of cognitive reappraisal of negative self-beliefs. *JAMA Psychiatry*, *70*, 1048-1056. doi: 10.1001/jamapsychiatry.2013.234<sup>6</sup>
11. **Jazaieri, H.**, Jinpa, T. G., McGonigal, K. M., Rosenberg, E., Finkelstein, J., Simon-Thomas, E., Cullen, M., Doty, J. R., Gross, J. J., & Goldin, P. R. (2013). Enhancing compassion: A randomized controlled trial of a Compassion Cultivation Training program. *Journal of Happiness Studies*, *14*, 1113-1126. doi: 10.1007/s10902-012-9373-z<sup>7</sup>
12. **Jazaieri, H.**, Urry, H., & Gross, J. J. (2013). Affective disturbance and psychopathology: An emotion regulation perspective. *Journal of Experimental Psychopathology*, *4*, 584-599. doi: 10.5127/jep.030312
13. **Jazaieri, H.**, Goldin, P. R., Werner, K., Ziv, M., & Gross, J. J. (2012). A randomized trial of Mindfulness-Based Stress Reduction versus aerobic exercise for social anxiety disorder. *Journal of Clinical Psychology*, *68*, 715-731. doi: 10.1002/jclp.21863
14. Shapiro, S. L., **Jazaieri, H.**, & Goldin, P. R. (2012). Mindfulness-Based Stress Reduction effects on moral reasoning and decision making. *Journal of Positive Psychology*, *7*, 504-515. doi: 10.1080/17439760.2012.723732

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<sup>2</sup> Featured in *Stanford University News* (April 22, 2015): <https://news.stanford.edu/2015/04/22/mindful-meditation-benefits-042215/>

Featured in *Mindful Magazine* (April 27, 2016): <https://www.mindful.org/does-mind-wandering-make-you-less-caring/>

Featured in *TODAY* (July 8, 2016): <https://www.today.com/health/7-tips-living-more-self-compassionate-life-improving-self-esteem-t100575>

<sup>3</sup> Featured in *Healthy Magazine* (March 13, 2015): <https://healthy-magazines.com/understanding-anxiety-disorders/>

<sup>4</sup> Featured in *The Wall Street Journal* (June 13, 2016): <https://www.wsj.com/articles/steps-to-turn-off-the-nagging-self-doubt-in-your-head-1465838679>

Featured in *Lifehacker* (June 29, 2016): <https://lifehacker.com/how-to-reframe-your-stress-and-anxiety-into-productivity-1782812521>

<sup>5</sup> Featured in *KQED* (March 4, 2014): <https://www.kqed.org/science/14456/compassion-happiness-internet>

<sup>6</sup> Featured in *Stanford University News* (September 4, 2013): <https://news.stanford.edu/news/2013/september/anxiety-disorder-therapy-090413.html>

<sup>7</sup> Featured in *Greater Good Magazine* (January 3, 2013): <http://blogs.berkeley.edu/2013/01/03/the-past-years-top-10-scientific-insights-about-living-a-meaningful-life/>

Featured in *The Guardian* (December 27, 2013): <https://www.theguardian.com/science/sifting-the-evidence/2013/dec/27/compassion-nhs-mid-stafford>

**SELECT BOOK CHAPTERS**

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1. **Jazaieri, H.**, & Kray, L. J. (in press). Deception in negotiations – The unique role of gender. In M. Olekalns & J. A. Kennedy (Eds.), *Handbook of Research in Negotiation*. United Kingdom: Edward Edgar Publishing.
2. **Jazaieri, H.**, & Rock, M. (in press). Strategies for dealing compassionately with difficult people at work. In M. Bresciani Ludvik (Ed.), *Productease*.
3. **Jazaieri, H.**, Uusberg, H., Uusberg, A., & Gross, J. J. (2018). Cognitive Processes and Risk for Emotion Dysregulation. In T. P. Beauchaine & S. E. Crowell (Eds.), *The Oxford Handbook of Emotion Dysregulation*. New York, NY: Oxford University Press. doi: 10.1093/oxfordhb/9780190689285.013.10
4. **Jazaieri, H.** & Shapiro, S. L. (2010). Managing stress mindfully. In T. G. Plante (Ed.), *Contemplative Practices in Action: Spirituality, Meditation, and Health* (pp. 17-34). Santa Barbara, CA: Praeger. ISBN: 978-0313382567

**TEACHING INTERESTS**

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- Organizational behavior and leadership
- Negotiations and conflict resolution
- Leadership communication
- Leadership and ethics
- Power and influence
- Groups and teams

**TEACHING EXPERIENCE**

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*Instructor*

Fall 2017 - Stanford University | School of Medicine | Compassion Cultivation Training  
 Spring 2017 - University of California, Berkeley | Haas School of Business | Compassionate Leadership  
 Spring 2017 - Santa Clara University | Department of Psychology | Research Methods  
 Winter 2017 - Stanford University | School of Medicine | Compassion Cultivation Training  
 Winter 2017 - Santa Clara University | Department of Psychology | Research Methods  
 Fall 2016 - Stanford University | School of Medicine | Compassion Cultivation Training  
 Fall 2016 - Santa Clara University | Department of Psychology | Research Methods (two sections)  
 Summer 2016 - Stanford University | School of Medicine | Compassion Cultivation Training  
 Summer 2016 - Santa Clara University | Department of Psychology | Fundamentals of Dialectical Behavior Therapy  
 Spring 2016 - Stanford University | School of Medicine | Compassion Cultivation Training  
 Spring 2016 - Santa Clara University | Department of Psychology | Research Methods  
 Winter 2016 - Santa Clara University | Department of Psychology | Research Methods  
 Summer 2014 - Santa Clara University | Department of Psychology | Evidence-Based Treatments and Research  
 Summer 2014 - Santa Clara University | Department of Psychology | Evidence-Based Approaches to Psychotherapy  
 Spring 2014 - Santa Clara University | Department of Psychology | Research Methods  
 Winter 2014 - University of California, Berkeley | Department of Psychology | Compassion Cultivation Training

*Teaching Assistant*

Fall 2016 - University of California, Berkeley | Haas School of Business | Negotiations & Conflict Resolution  
 Fall 2013 - University of California, Berkeley | Department of Psychology | Cognitive Neuroscience

*Guest Lecturer*

Spring 2017 - Santa Clara University | Department of Psychology | Psychology of Interpersonal Communications  
 Spring 2016 - Santa Clara University | Department of Psychology | Psychology of Interpersonal Communications  
 Spring 2015 - Esalen Institute | Continuing Education | Compassion and Happiness

Fall 2014 - University of California, Berkeley | Department of Psychology | Stigma and Prejudice

Winter 2014 - University of California, Berkeley | Department of Psychology | Transdiagnostic Clinic

Spring 2013 - Stanford University | Department of Psychology | Compassion and World Religions

### **PROFESSIONAL ACTIVITIES AND SERVICE**

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#### *Association Memberships:*

- Academy of Management
- Behavioral Science & Policy Association
- International Association for Conflict Management
- Society for Affective Science
- Society for Personality and Social Psychology

#### *Journal Reviewing (ad hoc):*

Academy of Management Review, Cognition and Emotion; Emotion; Journal of Experimental Psychology: General; Journal of Experimental Psychopathology; Journal of Happiness Studies; Journal of Psychopathology and Behavioral Assessment; Journal of Sport and Health Science; Mindfulness; Personality and Individual Differences; Personality and Social Psychology Bulletin; Psychopathology & Behavioral Assessment

#### *Service, Committees, & Boards:*

- Reviewer, Academy of Management (AOM) Annual Meeting - 2016 - present
- Author, Greater Good Science Center, University of California, Berkeley - 2013 - present
- Reviewer, Graduate Student Admissions Committee, Department of Psychology, University of California, Berkeley - 2016
- Reviewer, SPSP Outstanding Research Award and Student Poster Award Review Committee, Society for Personality and Social Psychology (SPSP) - 2014 - 2015
- Member, Fundraising Committee, Society for Affective Science (SAS) - 2014
- Member, Tolman Transition Committee, Department of Psychology, University of California, Berkeley - 2014
- Member, Colloquium Committee, Institute of Personality and Social Research (IPSR), University of California, Berkeley - 2013 - 2018
- Member, Admissions Committee, Center for Compassion and Altruism Research & Education (CCARE) at Stanford University, Compassion Cultivation Training (CCT) Teacher Training Program - 2013; 2017

### **REFERENCES**

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#### **Laura Kray, Ph.D.**

Professor of Management of Organizations  
Haas School of Business, UC Berkeley  
[kray@haas.berkeley.edu](mailto:kray@haas.berkeley.edu)

#### **Dacher Keltner, Ph.D.**

Professor of Psychology  
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#### **Loran F. Nordgren, Ph.D.**

Associate Professor of Management & Organizations  
Kellogg School of Management, Northwestern  
[l-nordgren@kellogg.northwestern.edu](mailto:l-nordgren@kellogg.northwestern.edu)

#### **O. Mandy O'Neill, Ph.D.**

Associate Professor of Management  
George Mason University  
[oneill@gmu.edu](mailto:oneill@gmu.edu)

#### **James J. Gross, Ph.D.**

Professor of Psychology  
Stanford University  
[gross@stanford.edu](mailto:gross@stanford.edu)

#### **Derek D. Rucker, Ph.D.**

Professor of Marketing  
Kellogg School of Management, Northwestern  
[d-rucker@kellogg.northwestern.edu](mailto:d-rucker@kellogg.northwestern.edu)