

# 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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2019            Dispute Resolution Research Center (DRRC) Research Grant, Kellogg School of Management  
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
- Ethics in Negotiations
- Emotion and Emotion Regulation
- Compassionate Leadership
- Team Chemistry

Scholarly Impact (via [Google Scholar](https://scholar.google.com/)) - Citations: 2,630; h-index: 25; i10-index: 28

## 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)
- Livne-Tarandach, R., & **Jazaieri, H.** (under review). Swift sense of community: Exploring how materiality can be resourced for the emergence of a sense of community in temporary organizations. *Academy of Management Journal*.

**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
- 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: *Academy of Management Journal*.  
-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. Goldin, P. R., Morrison, A. S., **Jazaieri, H.**, Brozovich, F. A., Heimberg, R. G., & Gross, J. J. (2016). Group CBT versus MBSR for social anxiety disorder: A randomized controlled trial. *Journal of Consulting and Clinical Psychology*, 84, 427-437. doi: 10.1037/ccp0000092
5. **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>

6. Gross, J. J. & **Jazaieri, H.** (2014). Emotion regulation and psychopathology: An affective science perspective. *Clinical Psychological Science*, 2, 387-401. doi: 10.1177/2167702614536164
7. **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>3</sup>
8. DeCastella, K., Goldin, P. R., **Jazaieri, H.**, Ziv, M., Dweck, C. S., & Gross, J. J. (2013). Beliefs about emotion: Links to emotion regulation, well-being, and psychological distress. *Basic and Applied Social Psychology*, 35, 497-505. doi: 10.1080/01973533.2013.840632
9. 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>4</sup>
10. **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>5</sup>
11. **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
12. 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

#### 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

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

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

<sup>5</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>

**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.**

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Haas School of Business, UC Berkeley  
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