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VANESSA K. BOHNS

Curriculum Vitae

Cornell University
ILR School
394 Ives Hall
Ithaca, NY 14853
vkb28@cornell.edu

ACADEMIC APPOINTMENTS

Associate Professor (tenured), Organizational Behavior, ILR, Cornell University, Ithaca, NY 2017-
Assistant Professor, Organizational Behavior, ILR, Cornell University, Ithaca, NY 2014-2017
Assistant Professor, Management Sciences, University of Waterloo, ON, Canada 2011-2014
Post-Doctoral Fellow, Rotman School of Management, University of Toronto, ON, Canada 2008-2011

EDUCATION

Ph.D., Psychology, Columbia University, New York, NY 2008
M.Phil., Psychology, Columbia University, New York, NY 2007
M.A., Psychology, Columbia University, New York, NY 2005
A.B., Psychology, Brown University, Providence, RI 2000

RESEARCH AREAS

Social influence; compliance; social prediction; egocentrism; prosocial behavior; self-conscious emotions

GRANTS & AWARDS

External Research Grants

- SSHRC (Canada) Insight Grant, “Underestimating our influence over others’ unethical decisions” (\$98,870), Principal Investigator 2014-2017
- SSHRC (Canada) Insight Development Grant, “Targeting savings goals” (\$71,728), Principal Investigator 2012-2014

Internal Research Grants

- Cornell Institute for the Social Sciences Collaborative Grant, “Prosocial behaviors in the digital age” (\$150,000), Co-Investigator 2018-2021
- Cornell Institute for the Social Sciences Small Grant, “Understanding our influence over others’ moral decisions” (\$7,320), Principal Investigator 2016-2017
- UWaterloo/SSHRC 4A Award, “Underestimating our influence over others’ unethical decisions” (\$8,000), Principal Investigator 2012-2013

Teaching Awards & Nominations

- Nominated for an ILR McIntyre Award for Exemplary Undergraduate Teaching, Cornell University 2016, 2017, 2018
- Nominated for the Sanford Fleming Foundation Teaching Excellence Award, University of Waterloo 2012
- Recipient of an Excellence in Teaching Award, Rotman School of Management, University of Toronto 2010 & 2011

PUBLICATIONS

Journal Articles & Chapters

- Bohns, V. K. & DeVincent, L. A. (2018). Rejecting unwanted romantic advances is more difficult than suitors realize. Forthcoming in *Social Psychological and Personality Science*.
- Sommers, R. & Bohns, V. K. (2018). The voluntariness of voluntary consent: Consent searches and the psychology of compliance. Forthcoming in *Yale Law Journal, Vol. 128*.
- Bohns, V. K., Newark, D. A. & Boothby, E. J. (2018). When do we feel responsible for other people's behavior and attitudes? Forthcoming in S. Thye & E. Lawler (Eds.), *Advances in Group Processes* (vol. 35). New York: Emerald.
- Newark, D. A., Bohns, V. K. & Flynn, F. J. (2017). The value of a helping hand: Help-seekers' predictions of help quality. *Organizational Behavior and Human Decision Processes, 139*, 18-29.
- Roghanizad, M. M. & Bohns, V. K. (2017). Ask in person: You're less persuasive than you think over email. *Journal of Experimental Social Psychology, 69*, 223-226.
- Bohns, V. K. (2016). (Mis)understanding our influence over others: A review of the underestimation-of-compliance effect. *Current Directions in Psychological Science, 25*, 119-123.
- Bohns, V. K., Newark, D. & Xu, A. (2016). For a dollar, would you...? How (we think) money influences compliance with our requests. *Organizational Behavior and Human Decision Processes, 134*, 45-62.
- Bohns, V. K.*, Scholer, A. S.* & Rehman, U. (2015). Implicit theories of attraction. *Social Cognition, 33*, 284-307. *equal author contribution
- Bohns, V. K. & Flynn, F. J. (2015). Empathy gaps between helpers and help-seekers: Implications for cooperation. In Robert A. Scott and Stephen M. Kosslyn (Eds.), *Emerging Trends in the Social and Behavioral Sciences*. Hoboken, NJ: Wiley.
- Leonardelli, G., Bohns, V. K. & Gu, J. (2015). Security seeking in a regulatory focus whodunit: The case of the relative orientation in behavioral economics. In P. J. Carroll, R. M. Arkin, & A. Wichman (Eds.) *The Handbook of Personal Security* (pp. 225-240). New York: Taylor & Francis.
- Newark, D., Flynn, F. & Bohns, V. K. (2014). Once bitten, twice shy: The effect of a past refusal on expectations of future compliance. *Social Psychological and Personality Science, 5*, 218-225.
- Bohns, V. K., Roghanizad, M. & Xu, A. (2014). Underestimating our influence over others' unethical behavior and decisions. *Personality and Social Psychology Bulletin, 40*, 348-362.
- Bohns, V. K., Lucas, G. M., Molden, D. C., Finkel, E. J., Coolsen, M. K., Kumashiro, M., Rusbult, C. E. & Higgins, E. T. (2013). Opposites fit: Regulatory focus complementarity and relationship well-being. *Social Cognition, 31*, 1-14.
- Bohns, V. K. & Flynn, F. J. (2013). Guilt by design: Structuring organizations to elicit guilt as an affective reaction to failure. *Organization Science, 24*, 1157-1173.
- Bohns, V. K. & Flynn, F. J. (2013). Underestimating our influence over others at work. *Research in Organizational Behavior, 33*, 97-112.

- Gu, J., Bohns, V. K. & Leonardelli, G. J. (2013). Regulatory focus and interdependent economic decision-making. *Journal of Experimental Social Psychology*, *49*, 692-698.
- Flynn, F. J. & Bohns, V. K. (2012). Underestimating one's influence in help-seeking. In D. T. Kenrick, N. Goldstein, & S. L. Braver (Eds.), *Six Degrees of Social Influence: Science, application, and the psychology of Robert Cialdini* (pp. 14-26). New York: Oxford University Press.
- Bohns, V. K.* & Wiltermuth, S. S.* (2012) †. It hurts when I do this (or you do that): Posture and pain tolerance. *Journal of Experimental Social Psychology*, *48*, 341-345. *equal author contribution
 †Note that this paper was included in a *p-curve analysis of 34 studies suggesting no effect (Simmons & Simonsohn, 2017)* and a *p-curve analysis of 55 studies suggesting strong evidence (Cuddy, Schultz, & Fosse, 2018)* of "power posing."
- Bohns, V. K., Handgraaf, M. J. J., Sun, J. M., Aaldering, H. Mao, C. & Logg, J. (2011). Are social prediction errors universal? Predicting compliance with a direct request across cultures. *Journal of Experimental Social Psychology*, *47*, 676-680.
- Bohns, V. K. & Higgins, E. T. (2011). Liking the same things, but doing things differently: Outcome versus strategic compatibility in partner preferences for joint tasks. *Social Cognition*, *29*, 497-527.
- Zhong, C., Bohns, V. K. & Gino, F. (2010). Good lamps are the best police: Darkness increases self-interested behavior and dishonesty. *Psychological Science*, *21*, 311-314.
- Bohns, V. K. & Flynn, F. J. (2010). Why didn't you just ask? Underestimating the discomfort of help-seeking. *Journal of Experimental Social Psychology*, *46*, 402-409.
- Flynn, F. J. & Lake (Bohns), V. K. B. (2008). If you need help, just ask: Underestimating compliance with direct requests for help. *Journal of Personality and Social Psychology*, *95*, 128-143.
- Business & Popular Press Articles*
- Bohns, V. K. (April 11, 2017). A face-to-face request is 34 times more successful than an email. *Harvard Business Review*.
- Bohns, V. K. (August 3, 2015). You're already more persuasive than you think. *Harvard Business Review*.
- Bohns, V. K. (February 9, 2014). Would you lie for me? Why we underestimate our own powers of persuasion. *The New York Times*.

RESEARCH IN PROGRESS

- Newark, D., Becker, M. & Bohns, V. K. (R&R). The consequences of appropriateness: An experimental study of decision-making according to the logic of appropriateness. Under second round review at *Organization Science*.
- Bohns, V. K. (R&R). Power and perceived influence: I caused your behavior, but I'm not responsible for it. Revising for resubmission to *Social and Personality Psychology Compass*.
- Deri, S., Stein, D., & Bohns, V. K. (in prep). *With a little help from my friends (and strangers): Closeness as a moderator of the underestimation-of-compliance effect*. Working manuscript.

CONFERENCE ACTIVITIES

Chaired Symposia

Rader, C. & Bohns, V. (August, 2014). *Under- and over-estimating our influence over others at work*. Symposium organized for the annual meeting of the Academy of Management, Philadelphia, PA.

Conference Talks

Aggarwal, I., Bohns, V. K., Shalley, C. & Lagowska, U. (July, 2018). *The opposing impact of openness to experience on team performance through shared leadership: The role of task content*. Paper presented at the annual conference of the European Group for Organizational Studies, Tallinn, Estonia.

Sommers, R., DeVincent, L., & Bohns, V. K. (November, 2017). *Judging consent for self, other, and the reasonable person: Behavioral and psychological responses to digital privacy violations*. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Vancouver, BC.

Sommers, R. & Bohns, V. K. (October, 2017). *Judging the voluntariness of consent: A psychological critique of the Fourth Amendment standard*. Paper presented at the 12th annual meeting at the Conference on Empirical Legal Studies. Ithaca, NY.

Bohns, V. K. (May, 2017). *Empathy gaps in social influence: Underestimating the awkwardness of saying “no”*. Paper presented in M. Kardas’ (Chair), New directions in empathy gaps: Insights for improving learning, social interactions, and wellbeing, symposium at the Association for Psychological Science annual conference, Boston, MA.

Newark, D. N. Bohns, V. K. & Flynn, F. J. (August, 2016). *The value of a helping hand: Do help-seekers accurately predict help quality?* Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Bohns, V. K., Xu, A. & Newark, D. N. (August, 2015). *For a dollar would you...? How (we think) money influences compliance with our requests*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.

Aggarwal, I. & Bohns, V. K. (July, 2015). *The Emergence of Vertical vs. Shared Team Leadership: Antecedents and Consequences*. Paper presented at the annual Interdisciplinary Network for Group Research (INGRoup) conference, Pittsburgh, PA.*Nominated for Best Paper Award

Bohns, V., Roghanizad, M. & Xu, A. (August, 2014). *I can't believe you agreed to that! Underestimating our influence over others' unethical behavior*. Paper presented in C. Rader and V. Bohns’ (Co-Chairs), Under- and over-estimating our influence over others at work, symposium at the annual meeting of the Academy of Management, Philadelphia, PA.

Bohns, V. & Flynn, F. (August, 2014). *The “Asking Tax”: Different expectations for requested versus volunteered favors and concessions*. Paper presented in J. Schroeder’s, (Chair), The pronounced impact of subtle factors in negotiations: Pre-meetings, handshakes, anger, and asking, symposium at the annual meeting of the Academy of Management, Philadelphia, PA.

Bohns, V., Lucas, G., Molden, D., Finkel, E., Coolsen, M., Kumashiro, M. & Higgins, E.T. (February, 2014). *Promotion and Prevention in Love: Regulatory focus complementarity and relationship well-being*. Paper presented in M. Kumashiro and X. Arriaga’s (Co-Chairs), Do we shape relationships or do relationships shape us, symposium at the Society for Personality and Social Psychology meeting, Austin, TX.

Bohns, V., Lucas, G., Molden, D., Finkel, E., Coolsen, M., Kumashiro, M., Rusbult, C. & Higgins, E.T. (January, 2013). *Opposite fit: Regulatory focus complementarity and relationship well-being*. Paper presented in the Self-regulation Preconference data blitz, Society for Personality and Social Psychology, New Orleans, LA.

- Bohns, V. K. & Flynn, F. J. (August, 2012). *Guilt by design: Structuring organizations to promote guilt as an affective reaction to failure*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Bohns, V. K. & Flynn, F. J. (May, 2012). *The “Asking Tax”: Help-recipients’ expectations for volunteered versus requested help*. Paper presented at the eighth annual meeting of the Southern Ontario Behavioral Decision Research Conference, Waterloo, ON, Canada.
- Bohns, V. K. & Wiltermuth, S. S. (January, 2012). *Embodied power and complementarity in interpersonal interactions*. Paper presented in J. Martens and J. Tracy’s (Co-Chairs), *Pride, power, and social-status: The impact of expanded posture on self and others* symposium at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Bohns, V. K. & Wiltermuth, S. S. (January, 2012). *Intrapersonal effects of complementary nonverbal behaviors in interpersonal interactions*. Paper presented in the Nonverbal Behavior Preconference data blitz, Society for Personality and Social Psychology, San Diego, CA.
- Bohns, V. K. (May, 2011). *Are social prediction errors universal? Predicting compliance with a direct request across cultures*. Paper presented at the seventh annual meeting of the Southern Ontario Behavioral Decision Research Conference, Toronto, ON, Canada.
- Bohns, V. K. (August, 2009). *Strategic Compatibility in Social Relationships: The Case of Regulatory Focus Complementarity*. Paper presented in J. Gun and G. Leonardelli (Co-Chairs), *Self-regulation and social interdependence* symposium at the annual meeting of the Academy of Management, Chicago, IL.
- Bohns, V. K. (May, 2009). *Liking the Same Things, but Doing Things Differently: Outcome versus Strategic Compatibility*. Paper presented at the twelfth annual meeting of the Society for Interpersonal Theory and Research, Toronto, ON, Canada.
- Bohns, V. K. & Flynn, F. J. (November, 2006). *If you need something, just ask: Underestimating compliance with direct requests for help*. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Houston, TX.
- Bohns, V. K. & Flynn, F. J. (February, 2006). *If you need something, just ask: Underestimating compliance with direct requests for help*. Paper presented at the annual meeting of the Social and Personality Four-College Conference (Columbia, NYU, Princeton, and Yale), New York, NY.

INVITED TALKS

- 2017 - Syracuse University, Department of Psychology
 2014 - University of Toronto Mississauga, Department of Management
 2013 - Colby College, Psychology Department Colloquium
 2012 - University of Waterloo, Social Psychology & Cognitive Psychology Area Brownbags
 2011 - Universitat Pompeu Fabra (Barcelona), Department of Economics and Business
 2011 - University of California at San Diego, Rady School of Management
 2011 - Northwestern University, Kellogg School of Management
 2011 - Johns Hopkins University, Carey Business School
 2011 - Georgetown University, McDonough School of Business
 2010 - Yale School of Management
 2010 - Queen’s School of Business
 2010 - University of California at Irvine, Merage School of Business
 2010 - University of Toronto, Social, Personality, Abnormal Psychology Meeting
 2008 - Stanford Graduate School of Business

COURSES TAUGHT

Negotiation & Conflict Resolution		
Cornell University, ILR School		Spring 2017
Morality at Work		
Cornell University, ILR School		Spring 2016, Fall 2017
Introduction to Organizational Behavior		
Cornell University, ILR School	Spring 2015, Fall 2015, Fall 2016, Spring 2018	
University of Waterloo, Management Sciences		Spring 2012, Spring 2013
Leadership & Influence		
University of Waterloo, Management Sciences		Spring 2013
Graduate Research Methods		
University of Waterloo, Management Sciences		Winter 2012, Winter 2013
Values-Based Leadership		
University of Toronto, Rotman Commerce Program		Spring 2010, Spring 2011
Organizational Psychology		
Barnard College, Columbia University		Spring 2007, Spring 2008

ACADEMIC ADVISING

Graduate Student Advising

PhD Supervisor

Lauren DeVincent, Cornell ILR, Organizational Behavior	2016-
Milad Soroush (w/ M. Hancock), U. Waterloo, Mgmt. Sciences	2014-
Mahdi Roghanizad, U. Waterloo, Mgmt. Sciences	2012-2016

MASc Supervisor

Amy Xu, U. Waterloo, Mgmt. Sciences	2012-2014
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Dissertation Committee Member

Ada Hurst, U. Waterloo, Mgmt. Sciences (Safayeni)	2015
Justin Friesen, U. Waterloo, Social Psychology (Eibach)	2013
Julio Velasco, U. Waterloo, Mgmt. Sciences (Guild)	2013
Adeoye Adegorite, U. Waterloo, Mgmt. Sciences (McNaughton)	2013
Carolina Pansera, U. Waterloo, Clinical Psychology (Woody)	2012
Gelareh Karimiha, U. Waterloo, Clinical Psychology (Rehman)	2012
Jo Anderson, U. Waterloo, Social Psychology (Holmes)	2012
Ester Moher, U. Waterloo, Cognitive Psychology (Koehler)	2012
Stephen Shepherd, U. Waterloo, Social Psychology (Eibach)	2012
Mina Rohani, U. Waterloo, Mgmt. Sciences (Safayeni)	2012
Mohammad Batouk, U. Waterloo, Mgmt. Sciences (Guild)	2012

Master's Thesis Committee Member

Megan Cackett, Cornell Univ., Design & Environmental Analysis (Hua)	2017
Kimia Erfani, Cornell Univ., Human-Environment Relations (Shepley)	2017
Mehrnaz Mostafapour, U. Waterloo, Mgmt. Sciences (Hancock)	2013
Arezoo Irannejad, U. Waterloo, Mgmt. Sciences (Hancock)	2013
Nabeela Sausan, U. Waterloo, Mgmt. Sciences (Safayeni)	2013
Kimiyooshi Oshikoji, U. Waterloo, Mgmt. Sciences (Onay)	2012
Rodrigo Castillo, U. Waterloo, Mgmt. Sciences (Guild)	2012
Ayman Alzayat, U. Waterloo, Mgmt. Sciences (Safayeni)	2011
Mahdi Roghanizad, U. Waterloo, Mgmt. Sciences (Safayeni)	2011
Hillie Aaldering, University of Amsterdam, Psychology (Handgraaf)	2010

Undergraduate Student Advising

Honors Thesis Advisor

Harry Trabue, ILR School, Cornell University	2017-2018
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<i>Possible unintended effects of completing an IAT</i>	
Daniel Stein, ILR School, Cornell University	2016-2017
<i>The effects of challenge and threat on the severity attraction hypothesis*</i>	
*Winner, 2 nd Place, Cornell Undergraduate Research Board Spring Forum	
Undergraduate Research Fellowship Faculty Advisor	
Harry Trabue, ILR Undergraduate Research Fellow, Cornell University	Summer 2017
Ava Barnett, Presidential Rawlings Fellow, Cornell University	Spring & Fall 2017
David Navadeh, ILR Undergraduate Research Fellow, Cornell University	Spring & Fall 2017
Kelly Jahnsen, ILR Undergraduate Research Fellow, Cornell University	Fall 2016
Jeffrey Sherman, ILR Undergraduate Research Fellow, Cornell University	Fall 2015 & 2016
Maya Portillo, ILR Undergraduate Research Fellow, Cornell University	Summer 2016
Daniel Stein, ILR Undergraduate Research Fellow, Cornell University	Summer 2016
Amanda Miner, ILR Undergraduate Research Fellow, Cornell University	Spring 2016
4 th -Year Design Project Advisor, U. Waterloo, Mgmt. Sciences	
Tarif Rahman, Queenie Mok, Robert Cho, & Hira Shanmugaraj	2013-2014
<i>Little App for Better Care (for Locally Advanced Breast Cancer patients)*</i>	
*Winner, 2 nd prize at the Management Engineering Design Symposium	
Daniel Srabotnjak, Darryl Lobo, Hamza Mahmood, & Yucong Li	2013-2014
<i>Smart Match: Applying Behavioural Science to Team Building*</i>	
*Finalist, Norman Esch Entrepreneurship Awards for Capstone Design	
Florence Acevedo, Trevor Jenkins, & Cecilia Hu	2012-2013
<i>Goals ++: A Personalized Coaching App for Academic Goals*</i>	
*Winner, Planboard-Monstercat Award for Most Commercializable Design Project	

PROFESSIONAL SERVICE

University & Departmental Service

ILR Conflict Resolution Search Committee, Cornell University	2017-2018
ILR Curriculum Review Committee, Cornell University	2017-2018
ILR Nominations, Elections & Personnel Policies Committee (Chair 2016-2018)	2015-2018
Faculty Speaker, e-Cornell Women in Leadership Webseries	Fall 2016
Instructor, ILR Freshman Colloquium, Cornell University	Fall 2016 & 2017
University of Waterloo/SSHRC Small Grants Committee	2013-2014
Dean's Advisory Committee on Appointments (DACA), University of Waterloo	2012-2014
Centre for Behavioural Decision Research Organizer, University of Waterloo	2012-2014
Management Engineering Class Professor (2B), University of Waterloo	2012
ExpecTAtions Faculty Mentor, Faculty of Engineering, University of Waterloo	2011

Editorial Service

Associate Editor, <i>Social and Personality Psychology Compass</i> , Social Influence Section (2015-2017)
Consulting Editor, <i>Personality and Social Psychology Bulletin</i> (2017-present)
Editorial Board Member, <i>Journal of Experimental Social Psychology</i> (2017-present)
Editorial Board Member, <i>Social Cognition</i> (2013-present)

Reviewing: Journals

Ad-hoc Reviewer, <i>Personality and Social Psychology Bulletin</i>
Ad-hoc Reviewer, <i>Journal of Experimental Social Psychology</i> *
* 2013 Certificate of Excellence in Reviewing
Ad-hoc Reviewer, <i>Organizational Behavior and Human Decision Processes</i>
Ad-hoc Reviewer, <i>Journal of Personality and Social Psychology</i>
Ad-hoc Reviewer, <i>Psychological Science</i>
Ad-hoc Reviewer, <i>Basic and Applied Social Psychology</i>
Ad-hoc Reviewer, <i>European Journal of Social Psychology</i>

Ad-hoc Reviewer, *Organization Science*
 Ad-hoc Reviewer, *Social Cognition*
 Ad-hoc Reviewer, *Social Influence*
 Ad-hoc Reviewer, *Emotion*
 Ad-hoc Reviewer, *Journal of Experimental Psychology: General*
 Ad-hoc Reviewer, *Motivation and Emotion*
 Ad-hoc Reviewer, *Social Psychological and Personality Science*
 Ad-hoc Reviewer, *Journal of Research in Personality*
 Ad-hoc Reviewer, *British Journal of Social Psychology*
 Ad-hoc Reviewer, *Human Relations*
 Ad-hoc Reviewer, *Psychological Reports*
 Ad-hoc Reviewer, *Journal of Nonverbal Behavior*
 Ad-hoc Reviewer, *Self and Identity*
 Ad-hoc Reviewer, *Nonprofit and Voluntary Sector Quarterly*
 Ad-hoc Reviewer, *PLOS ONE*
 Ad-hoc Reviewer, *Personality and Individual Differences*
 Ad-hoc Reviewer, *Health Psychology Research*
 Ad-hoc Reviewer, *International Journal of Psychology*
 Ad-hoc Reviewer, *Journal of Social and Personal Relationships*

Reviewing: Grants, Conferences, Other

Ad-hoc Reviewer, Social Sciences and Humanities Research Council of Canada (SSHRC)
 Ad-hoc Reviewer, Israel Science Foundation (ISF)
 Ad-hoc Reviewer, Time-Sharing Experiments for the Social Sciences (TESS)
 Ad-hoc Reviewer, Academy of Management Annual Meeting, OB Division*
 *2013 Best Reviewer Certificate
 Ad-hoc Reviewer, Administrative Sciences Association of Canada Annual Conference, OB Division
 Ad-hoc Reviewer, INFORMS Dissertation Proposal Competition

Panelist/Discussant/Facilitator Service

Facilitator (August, 2012). *Leadership and OCB*. Paper session presented at the annual meeting of the Academy of Management, Boston, MA.

Professional Affiliations

Academy of Management
 Society for Personality and Social Psychology
 Society of Experimental Social Psychology
 Society for Judgment and Decision Making
 International Social Cognition Network

MEDIA MENTIONS & APPEARANCES

TV & Radio

- CBC Radio: Ontario Morning (6/6/17) – “Face-to-face more convincing than email: study”
- The TODAY Show (5/24/16) – “Could you be convinced to lend your phone to a stranger?”
- NPR: Here and Now (3/31/14) – “Why is it so hard to say ‘no’?”
- CTV News (4/17/13) - “What drives people to help?”
- CBC Radio: Ontario Morning (7/21/11) - “Proper posture does a body good”

Print & Online

- The Irish Times (2/23/2018) – “No response from those emails and texts? It’s time to get verbal”
- Forbes (11/1/2017) – “10 workplace trends you’ll see in 2018”
- Forbes (8/15/2017) – “Why business owners need a relationship-selling strategy”

- Scientific American (5/1/2017) – “In-person requests are more effective than electronic ones”
- Redbook (5/17) – “The best way to get a little help”
- Globe and Mail (4/28/2017) – “A face-to-face request is 34 times more successful than an email”
- Entrepreneur Magazine (4/26/17) – “Need to ask for a favor? Don’t hide behind email.”
- The Economic Times (4/23/17) – “Want to mobilise people for a cause? Talk, don’t email”
- Psychology Today (2/11/17) – “Five steps to get anyone to open up to you about anything”
- Real Simple Magazine (1/17) – “How to say no”
- Lifehacker (12/19/16) – “If you’re going to ask for a favor, do it face to face”
- Glamour Magazine (12/14/16) – “You’re more likely to get what you want if you ask like this”
- New York Magazine (12/9/16) – “Here’s the best way to ask someone for a favor”
- Daily Mail (10/25/16) – “Want to get someone to help you? Then ask face to face!”
- Self Magazine (10/16) – “Score a favor”
- Psychology Today (7/6/16) – “Ask and you shall receive”
- Yahoo News (8/30/16) – “Stranger danger isn’t as bad as you think”
- New York Magazine (5/24/16) – “A brief guide to convincing total strangers to do your bidding”
- Psychology Today (5/11/ 16) – “Need a hand? Just ask (really).”
- Cosmopolitan (4/7/16) – “You have more influence over people than you think”
- Entrepreneur Magazine (3/15/16) – “How to ask for a favor”
- Wired (2/24/16) – “Not only do opposites not attract, but just the opposite”
- Huffington Post (9/24/15) – “If you can’t say ‘yes,’ don’t say anything at all”
- New York Magazine (8/11/15) – “You’re more persuasive than you think”
- Fast Company (8/7/15) – “Your completely hidden power of persuasion”
- City A.M. (7/21/15) – “How to say no: Three ways to refuse requests”
- Entrepreneur Magazine (7/15/15) – “The does and don’ts of delivering disappointing news”
- Salon.com (4/7/15) – “The one simple trick to making a good impression”
- Scientific American (10/7/14) – “Asking advice makes a good impression”
- The Atlantic (10/2/14) – “Does testosterone make people greedy?”
- Huffington Post (8/21/14) – “5 times when saying ‘no’ is the nicest thing you can do for you”
- City A.M. (6/27/14) – “How to perfect the art of saying ‘no’”
- Psychology Today (5/20/ 14) - “You have more influence on others than you think”
- Wall Street Journal (3/11/14) - “Ways to say ‘no’ more effectively”
- Psychology Today (2/11/ 14) – “In close relationships, opposites might attract after all”
- Psychology Today (2/10/ 14) – “If you want more out of life, just ask”
- Psychology Today (1/24/14) – “More guilt, less shame”
- Daily Mail (12/17/ 13) - “How we would prefer to tell a lie or do a bad deed than say ‘No’”
- Harvard Business Review (12/13) - “Need help? Ask the person who just turned you down”
- Harvard Business Review (10/13) – “After a failure, shame is harmful, guilt is productive”
- Men’s Health (8/5/13) - “The thing you’re not asking your boss”
- The Atlantic (6/13/13) - “What darkness does to the mind”
- Vancouver Sun/Montreal Gazette/Windsor Star (6/10/13) - “When ‘no’ leads to ‘yes’”
- New York Times (5/5/13) – “The right stance can be reassuring”
- Huffington Post (4/21/13) – “What should you look for in your perfect match?”
- Harvard Business Review (3/19/13) – “Can light make you more honest at work?”
- Cracked.com (12/8/12) – “5 ways Superman is shockingly realistic according to science”
- Allure Magazine (4/12) – “Higher pain tolerance”
- Psychology Today (4/2/12) - “Underestimating embarrassment”
- Reader’s Digest (12/11) - “The secret link between posture and pain relief”
- O - Oprah Magazine (9/11) - “The confidence game: How to bring out your inner hot shot”
- Toronto Star (7/15/11) - “Study reveals power of dominant posture”

- Huffington Post (7/13/11) - “Why your mom was right about slouching”
- Men’s Health (6/14/11) - “Headache? Stop slouching”
- FoxNews.com (7/13/11) - “Your mother was right: Good posture is important”
- Daily Mail (7/13/11) - “Standing up straight is good for you”
- Toronto Sun (7/13/11) - “Slouching really is bad for you”
- Time (3/5/10) - “Why shady deeds are more likely to happen in the dark”
- The Telegraph (3/3/10) - “Darkness encourages lying and crime”
- Business Week (3/15/10) - “Light and integrity”
- Psychology Today (4/1/10) - “Darkness makes the heart grow more selfish”
- Psychology Today (9/1/07) - “Got yer back. Really.”

Mentions in Popular Books

- *Presence* (2015) by Amy Cuddy
- *Give and Take* (2014) by Adam Grant
- *The Small Big* (2014) by Steve J. Martin, Noah Goldstein & Robert Cialdini
- *Sidetracked* (2013) by Francesca Gino
- *Focus* (2013) by Heidi Grant Halvorson & E. Tory Higgins
- *Power* (2010) by Jeffrey Pfeffer

PERSONAL

On maternity leave in 2014 & 2018

Citizenship: US Citizen, Canadian Permanent Resident