

## Curriculum Vitae: Thomas Rhys Evans, PhD

### Qualifications

- PhD entitled 'Emotional Intelligence: Overcoming Inconsistencies and Contradictions towards the Development and Validation of an Integrated Model of Affective Individual Differences'. Coventry University
- MSc in Organisational Psychology (Distinction). Birkbeck, University of London
- Fellow of the Higher Education Academy (PR094471)
- Certified EQ-i 2.0 and EQ-i 360 User. MHS
- BPS Level A Certificate of Competence in Occupational Testing. BPS
- BSc (Hons) in Psychology (1st class). Coventry University

### Work History

*Associate Professor in Occupational Psychology, University of Greenwich. Dec 2020-*

I am currently responsible for the development of a new Occupational Psychology MSc and providing academic leadership within the school. As part of my role I supervise and mentor a range of UG, PG and PhD students. I have a number of teaching responsibilities, currently leading modules on individual differences, in addition to a number of contributions based upon my expertise in Meta-Psychology, Open Science, and Occupational Psychology.

*Associate Professor in Occupational Psychology, Coventry University. Sep 2014 – Dec 2020.*

As Programme Director for the Business and Occupational Psychology Team, I was responsible for the management and supervision of the Occupational Psychology and Business and Organisational Psychology MSc courses and staff. As part of my role I led several course reviews, curriculum changes and pedagogical research projects, and supervised two applied PhD students. I led academic duties, including teaching and research, on both Undergraduate and Postgraduate psychology courses.

*External Examiner for Anglia Ruskin University via Arden University, Feb 2020-Present*

I am currently an External Examiner for the Psychology programmes delivered by Arden University at Anglia Ruskin. My main responsibilities include evaluating samples of assessed work, supporting development of the programmes and delivery team, and providing reports on the standards and processes of student work, programmes, and their delivery.

*External Reviewer for Course Development, Northumbria University, November 2020*

I was employed as an external reviewer for the course development of the Occupational Psychology MSc at Northumbria University. My main responsibilities included evaluating prepared module documentation, providing feedback, and liaising with the course team to refine and improve proposed practices.

*Panel Member for International Programme Validation, Northampton University, March 2020.*

I was employed as a panel member for a Validation and Programme Collaboration event for three Psychology Masters programmes due to be delivered by the Columbian Institute for Research and Psychology (CIRP), Sri Lanka. Role involved responsibilities equivalent to External Examiner.

*Senior Associate Tutor at the Institute for Advanced Teaching and Learning, University of Warwick, Jan 2017-Feb 2020.*

I deliver part of a specialist interdisciplinary module on Humour/Laughter. I focus upon the psychological perspectives on humour, based upon my research focussing upon psychometric

and discursive approaches, navigating the interactions between humour and psychological states. Further details available [here](#).

*Editor of 'Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service', Palgrave Macmillan. Sep 2017 –April 2019.*

I was lead editor of a collection of exemplar Occupational Psychology-based research projects conducted in the context of the Fire and Rescue Service. The book provides students, trainees, practitioners and fire personnel with an overview of the latest research on a range of topics, including resilience, well-being, and operational preparedness, informing the policies, procedures and practices of those working on the ground in the Fire Service.

*Director of Sawdust Rehab, a Social Enterprise. Jan 2017 – Dec 2018*

I was lead director of Sawdust Rehab: a joint Social Enterprise venture between Coventry University and HMP Rye Hill. I led a multidisciplinary team, aiming to showcase workshop craftsmanship to benefit the local community and the Shelter UK and Myton Hospice charities, whilst also providing a rehabilitative and employability benefit for the prisoners and students involved.

*Link Tutor for the Business Psychology MSc at the Colombo Institute for Research and Psychology, Sri Lanka. Sep 2014 – Jan 2017.*

I was responsible for duties equivalent to that of an External Examiner, mostly surrounding ensuring standards of quality are maintained. My duties included an annual visit.

### **Research Expertise**

My PhD focussed upon Emotional Intelligence, using qualitative, questionnaire, and experimental methods to clarify content domain based upon existing theoretical frameworks of personality and cognitive ability. More broadly, my passion is for research surrounding the social and affect-related aspects of work, including emotional intelligence and humour. I am very passionate about individual differences, open-science, and research methods more broadly and I adopt a variety of methods and analysis types ranging from Cluster Analysis to Structural Equation Modelling to Framework and Discourse Analysis within both teaching and research.

### **Latest Awards**

*Extra Mile Award in the Student Led Teaching Awards*  
Nominated by students, April 2021.

*FIRE Magazine/Gore Research Excellence Award*  
Winner of the Research Excellence Award, based upon a presentation of work on the development of a Situational Judgement Test for West Midlands Fire Service. The presentation was awarded for "revolutionising the theoretical understanding of operational performance and driving significant changes in practice". The award included a £1000 prize for future research, which went towards the commercialisation of the measure. More details are available [here](#).

*Nominated for the Indigogold Work Psychology Innovation Award*  
Nominated for the Indigogold Work Psychology Innovation Award for my research exploring the applicability of three models of affect-related individual differences for the prediction of individual-level organisational outcomes. The project includes two samples (n=595, n=245), pre-registered analysis plans, and with data and materials openly available for the second sample.

### Selected Research Funding

*US Department of Defence via the Center for Open Science (\$5000)*

I led one direct replication project, and a number of computational reproducibility projects, as part of the wider SCORE initiative which was designed to assess and improve the credibility of social and behavioural science research. Due to institutional barriers, much of the budget allocated to this project was unclaimed.

*West Midlands Fire Service. 2017-2019 (£1,500,000)*

I co-led a five-year long project for the development of an innovative industry-linked Leadership Development Programme in conjunction with West Midlands Fire Service.

*Coventry University. 2017 (£1,500)*

I led a team of students, colleagues, Rye Hill Prison employees, and other stakeholders, to secure funding to develop a business plan for a joint social enterprise with HMP Rye Hill. Having completed the preliminary work and market research, a sustainable and socially-beneficial organisation entitled 'Sawdust Rehab' was created.

*West Midlands Fire Service. 2016-2017 (£100,000)*

I led the development and validation of a Situational Judgement Tool to assess Operational Preparedness. In addition to the GORE Research Excellence Award for driving significant changes to policy and practice, this project has led to the commercialisation of a training and development tool.

*Coventry University. May 2015 (£2,950)*

I led the development of an integrated model of affective individual differences, unifying existing personality and cognitive/intelligence frameworks with novel aspects of Emotional Intelligence, towards more theoretically-appropriate applications of Emotional Intelligence for outcomes such as job performance and employability.

*West Midlands Fire Service. December 2013 (£14,400)*

In this exploratory project, I led the assessment of the behavioural patterns and cognitive decision-making of persons within a domestic fire scenario.

### Publications: Stage 1 [Registered Reports](#) with Acceptance

Sleegers, et al., (2021). 'Registered Replication Report: A Multi-Lab Replication of the Induced Compliance Paradigm of Cognitive Dissonance'. *Advances in Methods and Practices in Psychological Science*.

Bago, et al., (2020). 'Moral Thinking Across the World: Exploring the Influence of Personal Force and Intention in Moral Dilemma Judgements'. *Nature Human Behaviour*.

Chen, S-C. et al., (2019). 'Object Orientation Effects Across 14 Languages'. *Psychonomic Bulletin & Review*.

Hall, B., et al. (2018). 'Accelerated CREP – RRR: Turri, Buckwalter, & Blouw (2015)'. *Advances in Methods and Practices in Psychological Science*.

### Publications: Stage 2 [Registered Reports](#) with Acceptance

Aczel et al., (2021). Is there evidence for cross-domain congruency sequence effect? A replication of Kan et al. (2013). *Royal Society Open Science*.

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- McCarthy, R. J., et al., (2020). A multi-site collaborative study of the hostile priming effect. *Collabra: Psychology*.
- Jones, B., et al., (2020). 'To Which World Regions Does the Valence-Dominance Model of Social Perception Apply?'. *Nature Human Behaviour*.
- Evans, T. R. et al. (2019). 'The Consistency and Value of Humour Style Clusters'. *Comprehensive Results in Social Psychology*.

### Latest Standard Peer-Reviewed Publications

- Evans, T. R. (2020) Improving Evidence Quality for Organisational Change Management through Open Science. *Journal of Organisational Change Management*, 33(2), 367-378
- Evans, T. R., and Dobrosielska, A. (2019). 'Feedback-seeking culture moderates the relationship between positive feedback and task performance'. *Current Psychology*.
- Evans, T. R., Hughes, D. J., & Steptoe-Warren, G. (2019). 'A Conceptual Replication of Emotional Intelligence as a Second-Stratum Factor of Intelligence'. *Emotion*, 20(3), 507–512.
- Evans, T. R. and Steptoe-Warren, G. (2018). 'Humour Style Clusters: Exploring Managerial Humour'. *International Journal of Business Communication*. 55 (4), 443-454.
- Evans, T. R., and Hughes, D. (2018). 'Putting 'Emotional Intelligences' in their place: Introducing the Integrated Model of Affect-related Individual Differences. *Frontiers in Psychology*, 9:2155
- Moshantz, H., ... Evans, T. R., ... Chartier, C. (2018). 'The Psychological Science Accelerator: Advancing Psychology Through a Distributed Collaborative Network'. *Advances in Methods and Practices in Psychological Science*, 1(4), 501-515
- Hughes, D. J. & Evans, T. R. (2016). 'EI Moderates the Relationship Between Ability EI and Emotion Regulation'. *Emotion Review*. 8 (4), 331-333
- Evans, T. R., and Steptoe-Warren, G. (2015) 'Teaching emotions in Higher Education: An emotional rollercoaster'. *Psychology Teaching Review* 21 (1), 39-43
- Evans, T. R., and Steptoe-Warren, G. (2015) 'Why do word blends with near-synonymous composites exist and persist? The case of guesstimate, chillax, ginormous and confuzzled'. *Psychology of Language and Communication* 19 (1), 19-28
- Percy, C., Chen, Y-F., Bibi, A., Coles-Jordan, D., Dodson, D., Evans, T. R., Klingberg, D. and van der Bruggen, M. (2011) 'The contribution of human psychology to disaster management: mitigation, advance preparedness, response and recovery' ed. C. A. Brebbia. *Disaster Management and Human Health II: Reducing risk, improving outcomes*. WIT Press

### Books Authored

- Evans, T. R. (2021) '*HR: Time to Down Tools?*'. Taylor&Francis
- Tennant, J. et al. (2020) '*A tale of two 'opens': Intersections between Free and Open Source Software and Open Scholarship*'. <https://osf.io/preprints/socarxiv/2kxq8/>
- Evans, T. R., and Steptoe-Warren, G. (2019) '*Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*'. Palgrave Macmillan

### External Engagement: Book Chapters and External Publications

- Evans, T. R. (2019) 'Emotions: Decision-Making, Risk and Behaviour' in Evans, T. R., and Steptoe-Warren, G. (Eds.) *Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*. Palgrave Macmillan
- Evans, T. R. and Steptoe-Warren, G. (2019) 'Occupational Psychology in the Fire Service: An Introduction' in Evans, T. R., and Steptoe-Warren, G. (Eds.) *Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*. Palgrave Macmillan

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- Evans, T. R. and Steptoe-Warren, G. (2019) 'The Impact and Future of Occupational Psychology in the Fire Service' in Evans, T. R., and Steptoe-Warren, G. (Eds.) *Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*. Palgrave Macmillan
- Steptoe-Warren and Evans, T. R. (2019) 'Acknowledging Diversity in Responses to Fires' in Evans, T. R., and Steptoe-Warren, G. (Eds.) *Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*. Palgrave Macmillan
- Ward, S., Steptoe-Warren, and Evans, T. R. (2019) 'Assessing Operational Preparedness' in Evans, T. R., and Steptoe-Warren, G. (Eds.) *Emotions, Risk and Decision-Making: Applying Occupational Psychology to the Fire Service*. Palgrave Macmillan
- Evans, T. R., and Steptoe-Warren, G. (2015) 'Emotional Intelligence Measurement: Misunderstanding and Misuse'. *Assessment and Development Matters* 7(1), 9-12.
- Evans, T. R., and Steptoe-Warren, G. (2014) 'Emotional Intelligence Matters'. *Occupational Psychology Matters* 23, 37-40.
- Evans, T. R. (2014) 'Is Utopia out of Reach?' *The Psychologist* 27(1), 712

### Peer-Reviewed Conferences Presented

- Evans, T. R. (2021) 'Hackathon: How to Roll Out The Red Carpet for Red Teams in Psychology'. Society for the Improvement of Psychological Science. 23-25<sup>th</sup> June, 2021
- Evans, T. R. (2021) 'Expanding the View of Open Science to Better Inform Evidence-Based Practice. UCL 2021 Open Science Conference. 26<sup>th</sup> April, 2021
- Evans, T. R. (2021) 'Should I Laugh, Swear or Cry? The Parallels between Humour and Swearing for Well-being (Swearing & Good Health: Rethinking Social Norms and Wellbeing Working Group). Social Psychology Conference, 15-16<sup>th</sup> April 2021
- Evans, T. R., Mikolajczak, M., & Roskam, I. (2019) 'Crossing Boundaries: The Workplace Consequences of Parental Burnout'. International Conference on Parental Burnout, 6-7<sup>th</sup> of December 2019
- Evans, T. R. (2019) 'Preregistration of Applied Research and Practice' at the UK Open Research Working Group Conference, 11<sup>th</sup> April 2019
- Evans, T. R. (2018) 'Structural Models of the Short-form Trait Emotional Intelligence Questionnaire (TEIQue-SF)' at the European Conference on Personality, 18-21<sup>st</sup> July 2018
- Evans, T. R. (2018) 'Does Emotion Regulation Mediate the Relationship Between Affect-Related Personality and Outcomes?' at the European Conference on Personality, 18-21<sup>st</sup> July 2018
- Evans, T. R., Steptoe-Warren, G. & Hughes, D. J. (2018) 'The Integrated Model of Affect-Related Individual Differences: Job Performance' at the British Psychological Society Division of Occupational Psychology Annual Conference, 10-12<sup>th</sup> January 2017
- Evans, T. R., and Steptoe-Warren, G. (2017) 'Emotional Intelligence from the Ivory Tower: Consensuses and Misconceptions' at the British Psychological Society Division of Occupational Psychology Annual Conference, 4-6<sup>th</sup> January 2017
- Evans, T. R., and Steptoe-Warren, G. (2016) 'Integrating Emotional Intelligence, Personality & Intelligence' at the British Psychological Society Division of Occupational Psychology Annual Conference, 6-8 January 2016
- Evans, T. R., and Steptoe-Warren, G. (2016) 'The Organisational Consequences of the Diversity in Responses to Fires' at the British Psychological Society Division of Occupational Psychology Annual Conference, 6-8 January 2016
- Evans, T. R., Henry, D., Ghiur, T., and Brown, C. (2016) 'Zero Hour Contracts: Exploitative or Exploitable?' at the British Psychological Society Division of Occupational Psychology Annual Conference, 6-8 January 2016

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- Ward, S., Evans, T. R., and Steptoe-Warren, G. (2016) 'The Antecedents, Communication and Impact of Workplace Frustration: A Qualitative Perspective' at the British Psychological Society Division of Occupational Psychology Annual Conference, 6-8 January 2016
- Evans, T. R. (2015) 'Know your theory; Lessons from the Organisational Humour Model' at the British Psychological Society West Midlands Branch Annual Conference, 7<sup>th</sup> September 2015
- Evans, T. R. and Steptoe-Warren, G. (2015) 'Teaching Emotions: An Emotion Theme Park' at the British Psychological Society West Midlands Branch Annual Conference, 7<sup>th</sup> September 2015
- Evans, T. R., Steptoe-Warren, G., and Hughes, D. (2015) 'Towards an Integrated Model of Affective Individual Differences' at the British Society for the Psychology of Individual Differences Conference, 10<sup>th</sup> April 2015
- Evans, T. R. and Steptoe-Warren, G. (2015) 'Emotional Intelligence: The Corporate Panacea' at the Psychology of Emotions and Feelings Conference, 8<sup>th</sup> April 2015.
- Evans, T. R. and Steptoe-Warren, G. (2015) 'Teaching Emotions: An Emotion Theme-Park' at the Psychology of Emotions and Feelings Conference, 8<sup>th</sup> April 2015.
- Ward, S., Evans, T. R., and Steptoe-Warren, G. (2015) 'Trait Emotional Intelligence and the Antecedents, Communication and Impact of Workplace Frustration' held at the British Psychological Society Division of Occupational Psychology Annual Conference, 7-9 January 2015
- Evans, T. R., and Hughes, D. (2015) 'Revolutionising Constructs in Occupational Psychology: What do we really know about...? Meaningful Work' held at the British Psychological Society Division of Occupational Psychology Annual Conference, 7-9 January 2015
- Evans, T. R., and Steptoe-Warren, G. (2015) 'Revolutionising Constructs in Occupational Psychology: What do we really know about...? Emotional Intelligence' held at the British Psychological Society Division of Occupational Psychology Annual Conference, 7-9 January 2015
- Evans, T. R., and Steptoe-Warren, G. (2015) 'A Cluster Analysis of Managerial Humour Tendencies: Identifying the Workplace Consequences of the Aggressive Manager' held at the British Psychological Society Division of Occupational Psychology Annual Conference, 7-9 January 2015
- Evans, T. R. (2014) 'Bridging the Gap between the Social Identity Approach and the New Psychology of Leadership: Preliminary Findings from an Applied Experiment' held at the British Psychological Society Social Psychology Section Annual Conference, 9-11 September 2014
- Evans, T. R. (2014) 'Guesstimate, Chillax, Ginormous and Confuzzled: Communicating Identity, Meaning or Something Else?' held at the British Psychological Society Social Psychology Section Annual Conference, 9-11 September 2014
- Evans, T. R., Goodman, S. and Jowett, A. (2014) 'The Big Fat (Hetero) Sexist Quiz of the Year' held at the British Psychological Society Psychology of Women Section Annual Conference, 9-11 July 2014
- Evans, T. R., and Steptoe-Warren, G. (2014). 'Exploring Managerial Humour Types in the Workplace' held at the British Psychological Society Division of Occupational Psychology Annual Conference, 8-10 January 2015

### **External Engagement: Conferences Presented**

- Evans, T. R., (2021) 'Measurement Schmeasurement: Questionable Measurement Practices and How to Avoid Them'. University of Greenwich ReproducibiliTea Journal Club. 12<sup>th</sup> February 2021
- Evans, T. R. (2020) 'Evaluating Three Competing Models of the Relationships Between Emotional Intelligence, Emotion Regulation and Individual-level Organisational Outcomes' Indigogold Work Psychology Innovation Event, 23<sup>rd</sup> January 2020
- Evans, T. R. (2015) 'Emotional Intelligence: Nailing a Jelly to a Wall?' at the Association for Business Psychology NW Event, 18<sup>th</sup> November 2015
- Steptoe-Warren, G. and Evans, T. R. (2015) 'The Development of a Situational Judgement Test to Assess Operational Preparedness' at the Fire Related Research and Developments (RE15), 12<sup>th</sup> November 2015.
- Evans, T. R. (2015) 'Emotional Intelligence: Panacea or Wet Dream?' at the Psychologist at the Pub Event, 7<sup>th</sup> September 2015
- Evans, T. R. and Steptoe-Warren, G. (2015) 'Victim Response to Fire Incidents' at the West Midlands Fire Service Survivability Conference, 27<sup>th</sup> April 2015
- Evans, T. R. (2015) 'Emotional Intelligence: The Corporate Panacea' at the Psychology of Emotions and Feelings 2015 Conference (PoEF15), 8<sup>th</sup> April 2015
- Evans, T. R. and Steptoe-Warren, G. (2015) 'Teaching emotions: An emotion theme-park' at the Psychology of Emotions and Feelings 2015 Conference (PoEF15), 8<sup>th</sup> April 2015
- Evans, T. R. (2015) 'Teaching Emotions: An Emotional Roller Coaster' at the Coventry University Health and Life Sciences Post Graduate Research Symposium, 31<sup>st</sup> March 2015
- Evans, T. R. and Steptoe-Warren, G. (2014) 'A Cluster Analysis of Managerial Humour Tendencies: Identifying the Workplace Consequences of the Aggressive Joker' at the VIA Conference, 24<sup>th</sup> October 2014
- Ward, S., Evans, T. R. and Steptoe-Warren, G. (2014) 'Trait Emotional Intelligence and the Antecedents, Communication and Impact of Workplace Frustration' at the VIA Conference, 24<sup>th</sup> October 2014
- Evans, T. R. and Steptoe-Warren, G. (2014) 'Exploring Managerial Humour in the Workplace' at the ESRC Open Innovation Conference, 1<sup>st</sup> November 2014
- Evans, T. R. (2014) 'Emotional Intelligence from the Ivory Tower' at the Coventry University Health and Life Sciences Post Graduate Research Symposium, 15<sup>th</sup> April 2014

### **Conferences Organised**

- [Psychology of Emotions and Feelings 2015 Conference](#)
- Coventry University Health and Life Sciences End of Year Conference 2015 & 2016
- [West Midlands Fire Service Survivability Conference 2015](#)

### **Journal/Conference Reviews**

- Editor-In-Chief of the Journal of Open Psychology Data
- Associate Editor and Editorial Board Member of Current Psychology
- Reviewer for: Emotion Review; Personality and Individual Differences; Management Communication Quarterly; Applied Psychological Research Journal; Journal of Managerial Psychology; International Journal of Business Psychology; Royal Society Open Science; Humour: An International Journal of Humour Research; Current Psychology; PLOS ONE; Computers in Human Behaviour; Management Research, The Journal of the Iberoamerican Academy of Management; Virtual Reality; Journal of Aggression, Maltreatment & Trauma; The European Journal of Humour Research. For full details, see [my Publons account](#).

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- Conference Reviewer for: BPS DOP Conference (yearly); Psychology of Emotions and Feelings 2015; European Academy of Management 2019

### Current PhD Students

- Adam Layland: Distant Leadership in Blue Light Services
- William Gough: A Human Factors Analysis of Firefighter Injury

### Completed PhD Students

- Sophie Ward: Exploring the Sources of and Reactions to Work Frustration in the United Kingdom: Extending Previous Models using Mixed Methodology

### Error Detection and Correction

Whilst many consider science to be self-correcting, we all have a responsibility to ensure the work we produce and engage with is robust. As such, I have led a number of investigations into published works to identify and correct errors.

The first error identified has resulted in minor but meaningful changes to the conclusions drawn of a meta-analysis, through a corrigendum.

- [Corrigendum: Integrating emotion regulation and emotional intelligence traditions: a meta-analysis](#)

My current investigation is looking to correct effect sizes presented in an influential work on diversity training. The required corrections are due forthwith and make meaningful differences to the conclusions drawn for this influential piece.

- Further Barriers to Reproducible Meta-Analyses: A Comment on Bezrukova et al. (2016)

### Other Contributions to the Academic and Practitioner Community

- Co-developed the NIRO: [Non-Interventional, Reproducible and Open Systematic Reviews Tool](#)
- Developed two [Situational Judgement Tests of Operational Preparedness for application in UK Fire and Rescue Services](#)
- [Psychological Science Accelerator](#) Metascience Subcommittee Member
- Co-developed [Psychological Science Accelerator Data Management Bylaws](#)
- Member of the BPS Division of Occupational Psychology Training Committee
- Former member of the BPS Occupational Psychology Qualifications Reference Group
- External Reviewer for the Judgement and Decision-Making Mass Replication Project at University of Hong Kong
- Reviewer for the [Systematizing Confidence in Open Research and Evidence \(SCORE\) Project](#)
- Trained by the UK Reproducibility Network to deliver training in data sharing.
- Completed three computational reproducibility projects for the aforementioned SCORE Project.
- Developed training and podcast content for The Engagement Coach
- Reviewer for the RepliCats project
- Invited facilitator of the RepliCats project
- Member of the Forecasting Collaboration: Tierney, W., et al. (in press). A creative destruction approach to replication: Implicit work and sex morality across cultures. Journal of Experimental Social Psychology.



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- Member of the Generalizability Tests Forecasting Collaboration
- Member of the Consortium for Research About Profanity