

## Julian J. Zlatev

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### ACADEMIC APPOINTMENTS

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#### Harvard Business School

Negotiation, Organizations & Markets Unit

Julie Damgard Frist and Thomas Frist III Associate Professor of Business Administration (2024–present)

Assistant Professor of Business Administration (2018–2024)

### EDUCATION

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#### Stanford University

Ph.D., Business Administration (2018)

#### Northwestern University

B.A., Psychology (2011)

### PEER-REVIEWED PUBLICATIONS

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Kristal, A.S. & Zlatev, J.J. (2024). Going beyond the ‘self’ in self-control: Interpersonal consequences of commitment strategies. *Journal of Personality and Social Psychology*, 126(5), 804–817.

Hart, J.L., Malik, L., Li, C., Summer, A., Ogunduyile, L., Steingrub, J., Lo, B., Zlatev, J., White, D.B. (2024). Clinicians’ use of choice framing in intensive care unit family meetings. *Critical Care Medicine*.

Flynn, F.J., Collins, H.K., Zlatev, J.J. (2023). Are You Listening to Me? The Negative Link between Extraversion and Perceived Listening. *Personality and Social Psychology Bulletin*, 49(6), 837-851.

Milkman, K.L., Gandhi, L., Patel, M.S. ... Zlatev, J.J. ... Duckworth, A.L. (2022). A 680,000-person megastudy of nudges to encourage vaccination in pharmacies. *Proceedings of the National Academy of Sciences*, 119(6), e2115126119.

Yu, A., Berg, J.M., & Zlatev, J.J. (2021). Emotional acknowledgment: How verbalizing others’ emotions fosters interpersonal trust. *Organizational Behavior and Human Decision Processes*, 164, 116-135.

Dannals, J.E., Zlatev, J.J., Halevy, N., & Neale, M.A. (2021). The dynamics of gender and alternatives in negotiation. *Journal of Applied Psychology*, 106(11), 1655-1672.

- Hart, J., Yadav, K., Szymanski, S., Summer, A., Tannenbaum, A., Zlatev, J., ... & Halpern, S. D. (2021). Choice architecture in physician–patient communication: a mixed-methods assessments of physicians’ competency. *BMJ Quality & Safety*, 30(5), 362-371.
- Zlatev, J. J., & Rogers, T. (2020). Returnable reciprocity: Returnable gifts are more effective than unreturnable gifts at promoting virtuous behaviors. *Organizational Behavior and Human Decision Processes*, 161 (supp.), 74-84.
- Zlatev, J.J., Kupor, D.M., Laurin, K., & Miller, D.T. (2020). Being ‘good’ or ‘good enough’: Prosocial risk and the structure of moral self-regard. *Journal of Personality and Social Psychology*, 118(2), 242-253.
- Zlatev, J.J. (2019). I may not agree with you, but I trust you: Caring about social issues signals integrity. *Psychological Science*, 30(6), 880-892.
- Daniels, D.P. & Zlatev, J.J. (2019). Choice architects reveal a bias toward positivity and certainty. *Organizational Behavior and Human Decision Processes*, 151, 132-149.
- Halevy, N., Halali, E., Zlatev, J.J. (2019). Brokerage and brokering: An integrative review and organizing framework for third party influence. *Academy of Management Annals*, 13(1), 215-239.
- Zlatev, J.J., Daniels, D.P., Kim, H., & Neale, M.A. (2017). Default neglect in attempts at social influence. *Proceedings of the National Academy of Sciences*, 114(52), 13643-13648.  
\*Selected for *Academy of Management Proceedings (2017)*
- Miller, D.T., Dannals, J.E., & Zlatev, J.J. (2017). Behavioral processes in long-lag interventions. *Perspectives on Psychological Science*, 12(3), 454-467.
- Lin, S.C., Zlatev, J.J., & Miller, D.T. (2017). Moral traps: When self-serving attributions backfire in prosocial behavior. *Journal of Experimental Social Psychology*, 70, 198-203.
- Zlatev, J.J. & Miller, D.T. (2016). Selfishly benevolent or benevolently selfish? When self-interest undermines versus promotes prosocial behavior. *Organizational Behavior and Human Decision Processes*, 137, 112-122.

## MANUSCRIPTS IN PREP AND UNDER REVIEW

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- Chang, E.H., Kirgios, E.L., & Zlatev, J.J. The influence of race and sexual orientation on negotiation outcomes for men. *Revise & resubmit*.
- Abel, J.E., Rosenblum, M., Zlatev, J.J. “I Don’t Discuss Politics at Work”: Inferring Kindness from Question Avoidance. *Revise & resubmit*.
- Lin, S.C., Zlatev, J.J., & Miller, D.T. The overdetermined outcome defense: Using and seeking happenstance events to justify bad intentions. *Reject & resubmit*.
- Zlatev, J.J., Schurr, A., & Halevy, N. Distrust of inconsistent voters can fuel political polarization. *Working paper*.

Kristal, A.S. & Zlatev, J.J. The “How” and “Why” of Goal Achievement: Conflation of Intrinsic Motivation and Self-Control Strategy Use. *Working paper*.

Zlatev, J.J. & Flynn, F.J. The positive link between integrative bargaining and leadership evaluations. *Working paper*.

Guenoun, B. & Zlatev, J.J. Sending signals: Strategic displays of warmth and competence. *Working Paper*.

## CASE MATERIALS

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Jordan, Jillian, Julian Zlatev, Alicia Dadlani, and Martha Hostetter. “Negotiating a Legacy at Sustainable Harvest (A).” HBS Teaching Case 925-010 (2025).

Jordan, Jillian, Julian Zlatev, Alicia Dadlani, and Martha Hostetter. “Negotiating a Legacy at Sustainable Harvest (B).” HBS Teaching Case 925-011 (2025).

Jordan, Jillian, Julian Zlatev, and Anoushka Kiyawat. “Teaching Note for Negotiating a Legacy at Sustainable Harvest.” HBS Teaching Case 5-925-022 (2025).

Rossmann, Gabriel, Oliver Schilke, and Julian Zlatev. “Dungeons & Dragons: Repairing Ecosystem Trust.” HBS Teaching Case 942-008 (2024).

Brooks, Alison Wood, Julian Zlatev, and F. Katelynn Boland. “Teaching Note for SIMmersion: Simulating Crucial Conversations.” HBS Teaching Note 923-044 (2023).

Brooks, Alison Wood, Julian Zlatev, and F. Katelynn Boland. “SIMmersion: Simulating Crucial Conversations.” HBS Teaching Case 923-040 (2023).

Goldenberg, Amit, and Julian Zlatev. “Teaching Note for Negotiating the Atlanta Ransomware Attack (A) and (B).” Harvard Business School Note 923-039 (2023).

Goldenberg, Amit, and Julian Zlatev. “Negotiating the Atlanta Ransomware Attack (A).” Harvard Business School Case 923-009 (2022).

Goldenberg, Amit, and Julian Zlatev. “Negotiating the Atlanta Ransomware Attack (B).” Harvard Business School Case 923-010 (2022).

Subramanian, Guhan, Julian Zlatev, and Raseem Farook. “LVMH's Bid for Tiffany & Co.” HBS Case 921-049 (2021).

Zlatev, Julian, Kathleen McGinn, Katherine Chen, and Rachel Drapper. “Teaching Note for Endesa Chile: Raising the Ralco Dam & Río Curicó: A Six-Party Negotiation Exercise.” HBS Teaching Note 5-923-030 (2023).

Zlatev, Julian, Kathleen McGinn, Katherine Chen, and Shaaref Shah. “Río Curicó: A Negotiation Simulation.” Harvard Business School Exercise 924-703 (2020, updated 2024).

## OTHER ARTICLES AND PUBLICATIONS

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Yu, A., Zlatev, J.J., & Berg, J.M. (2021). What's the Best Way to Build Trust at Work? *Harvard Business Review* (online). <https://hbr.org/2021/06/whats-the-best-way-to-build-trust-at-work>

- Reprinted in HBR Special Issue Winter 2023

Kristal, A.S. & Zlatev, J.J. (2021). Willpower is a form of, but not synonymous with, self-control [Commentary]. *Behavioral and Brain Sciences*.

Zlatev, J.J. (2019) When do we trust people we disagree with? *SPSP Character & Context*. <https://www.spsp.org/news-center/blog/zlatev-principled-opponents>

Zlatev, J.J., Daniels, D.P., Kim, H., & Neale, M.A. (2017). Default neglect persists over time and across contexts [Letter]. *Proceedings of the National Academy of Sciences* 115(35), E8107-E8108.

Zlatev, J.J., Halevy, N., & Tiedens, L.Z. (2016). Roles and ranks: The importance of social hierarchy for group functioning [Commentary]. *Behavioral and Brain Sciences*, 39, 40.

## HONORS, AWARDS, & GRANTS

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- *Best Reviewer Award*, Organizational Behavior and Human Decision Processes (2024)
- *Early Career Award*, International Association for Conflict Management (2022)
- *Outstanding Publication Award*, International Association for Conflict Management (2021)
- *Momentum Scholar*, Center for the Science of Moral Understanding (2020–2022)
- *Best Student Paper Award (Nominated)*, Conflict Management Division, Academy Management (2017)
- *Student Paper Award*, Judgment and Decision Making Preconference, Society for Personality and Social Psychology (2017)
- *Student Travel Award*, Society for Personality and Social Psychology (2017)
- *Student Poster Award (Honorable Mention)*, Society for Judgment and Decision Making (2016)
- *CHIBE Grant*, Roybal Center on Behavioral Economics and Health University of Pennsylvania (2016)
- *Ethics in Society Graduate Fellowship*, McCoy Family Center for Ethics in Society, Stanford University (2015–2016)
- *DRRC Scholar Award*, International Association for Conflict Management (2015)
- *Student Paper Award*, Judgment and Decision Making Preconference, Society for Personality and Social Psychology (2015)
- *Jaedicke Award*, Stanford University (2013)

## ACADEMIC PRESENTATIONS

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### *Invited Presentations*

- Center for Decision Research, University of Chicago (2024)

- Management & Organization Department, University of Maryland (2024)
- Center for Behavioral and Decision Research, Carnegie Mellon University (2023)
- GSB Alumni Conference, Stanford University (2022)
- Pathbreakers, Harvard University (2022)
- Center for the Science of Moral Understanding, University of North Carolina (2022)
- Program on Negotiation, Harvard University (2022)
- Geneva Finance Research Institute, University of Geneva (2021)
- Judgment in Managerial Decision Making Workshop, Dartmouth College (2019)
- Negotiation, Organizations, and Markets Unit, Harvard University (2017)
- Organisational Behaviour Area, INSEAD (2017)
- Management & Organizations Department, Northwestern University (2017)
- Management & Organizations Area, UCLA (2017)
- Management Department, University of Florida (2017)

### ***Chaired Symposia***

- Identifying Consequences of Common Strategies for Impression Management (with J. Abel). Academy of Management, 2023. Boston, MA.
- Impression Management and Mismanagement in Organizations (with B. Guenoun). Academy of Management, 2022. Seattle, WA.
- Forming Impressions of Others' Decisions: New Perspectives on Old Phenomena (with C.A. Dorison). Society for Personality and Social Psychology, 2021. Virtual.
- Harnessing workplace emotions: New intrapersonal and interpersonal perspectives (with A. Yu). Academy of Management, 2019. Boston, MA.
  - *Selected as a Showcase Symposium*
- Doing good or looking good? Distinguishing between private and public prosociality (with R.L. Ruttan). Academy of Management, 2017. Atlanta, GA.
- Creating and destroying value in negotiations. Academy of Management, 2017. Atlanta, GA.
- Causes and consequences of moral judgment. Academy of Management, 2016. Anaheim, CA.
- Merit as a tool for motivated (in)justice (with L.T. Philips). International Society for Justice Research, 2016. Canterbury, UK.

### ***Discussant***

- Conflict Avoidance & Resolution: New Approaches through Conversations and Decision-Making Processes. Academy of Management, 2024. Chicago, IL.

## **PROFESSIONAL SERVICE**

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### ***Editorial board member***

- Psychological Science (2024–present)
- Organization Science (2023–present)
- Journal of Behavioral Decision Making (2023–present)
- Organizational Behavior and Human Decision Processes (2021–present)

***Ad hoc reviewer***

Academy of Management Journal, Administrative Science Quarterly, European Journal of Social Psychology, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Behavioral Decision Making, Journal of Economic Psychology, Journal of Empirical Legal Studies, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Journal of Organizational Behavior, Journal of Personality and Social Psychology, Judgment and Decision Making, Management Science, Medical Decision Making, Nature Human Behavior, Organizational Behavior and Human Decision Processes, Organization Science, Personality and Social Psychology Bulletin, PLOS One, Psychological Science, Scientific Reports, Social Psychology and Personality Science

***Conference submission reviewer***

Academy of Management, INFORMS/Organization Science Dissertation Proposal Competition, International Association for Conflict Management, Society for Consumer Psychology, Society for Judgment and Decision Making

***Service to Harvard University***

- HBS NOM Recruiting Committee (2019–present)
- Co-Organizer, Behavioral Insights Group Doctoral Conference (August, 2020)
- Co-Organizer, Program on Negotiation (PON) Research Lab (2019–present)

***Doctoral Advising***

- Jen Abel, Primary Advisor, Harvard Business School (current student)
- Bushra Guenoun, Primary Advisor, Harvard Business School (current student)
- Ariella Kristal, Primary Advisor, Harvard Business School (PhD, 2022)

***Other service***

- Award Committee, Early Career Award, International Association for Conflict Management (2025)
- Award Committee, Best Empirical or Theoretical Paper Award, Conflict Management Division, Academy of Management (2024)
- Organizer, Boston JDM Day (October, 2019)
- Student Mentor, Stanford GSB PhD Mentors Program (2015–2017)
- Vice-President, Stanford GSB PhD Association (2015–2016)

**TEACHING & COURSE DEVELOPMENT**

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***Harvard University***

***Teaching, MBA & PhD Programs***

- Negotiation (MBA) (2019–present)
- Experimental Methods in Behavioral Research (PhD) (2022–present)

*Teaching, Executive Education & Other Programs*

- Rising Generation in the Family Enterprise (June 2023)
- Program for Leadership Development (April 2022)
- Changing the Game (July 2020, November 2020, July 2021)
- Harvard Business Analytics Program (March 2021, July 2021)

***Stanford University***

*Course Development*

- Fundamentals of Philanthropic and Nonprofit Strategy (2016–2017)
- Organizational Behavior (2014-2015)

**SELECTED MEDIA MENTIONS**

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Bloomberg Business, Business Insider, CBS News, Fast Company, Financial Times, Forbes, Harvard Business Review, HBS Working Knowledge, Inc. Magazine, Insights by Stanford Business, National Affairs, Pacific Standard, Quartz, SPSP Character & Context, Yahoo Finance

**PROFESSIONAL MEMBERSHIPS**

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Academy of Management (AOM), European Group for Organizational Studies (EGOS), International Association for Conflict Management (IACM), International Society for Justice Research (ISJR), Society for Judgment and Decision Making (SJDM), Society for Personality and Social Psychology (SPSP)