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ACADEMIC POSITIONS

2019 — Assistant Professor of Business Administration
Organizational Behavior Unit, Harvard Business School

EDUCATION

2019 Graduate School of Business, Columbia University
PhD in Management

2014 Judge Business School, University of Cambridge
MPhil in Innovation, Strategy, & Organization

2013 University of St Andrews
MA in Management and Psychology

PUBLICATIONS (CITATION COUNT = 1,105 / H-INDEX = 12)

⁺ denotes graduate student author. * denotes shared first authorship.

The Pursuit of Passion

⁺Wang, K., ⁺Bailey, E., & **Jachimowicz, J.M.** (2022). [The Passionate Pygmalion Effect: Passion produces greater performance in part because of preferential treatment by others.](#) *Journal of Experimental Social Psychology*.

Landis, B., **Jachimowicz, J.M.**, Wang, D., & Krause, R. (2022). [Revisiting Extraversion and Leadership Emergence: A Social Network Churn Perspective.](#) *Journal of Personality and Social Psychology*.

Jachimowicz, J.M., Wihler, A., & Galinsky, A.D. (2021) [My Boss' Passion Matters as Much as My Own: The Interpersonal Dynamics of Passion are a Critical Driver of Performance Evaluations.](#) *Journal of Organizational Behavior*.

***Jachimowicz, J.M.**, *Lee, J., Staats, B., Gino, F., & Menges, J.I. [Between Home and Work: Commuting as an Opportunity for Role Transitions.](#) (2021) *Organization Science*, 32(1), 64-85.

Jachimowicz, J.M., To, C., Agasi, S., Côté, S., & Galinsky, A.D. (2019). [The gravitational pull of passion: why and when people admire and support individuals who express passion.](#) *Organizational Behavior and Human Decision Processes*, 153, 41-62.

Jachimowicz, J.M., Wihler, A., Bailey, E.R. & Galinsky, A.D. (2018). [Why grit requires perseverance and passion to positively predict performance.](#) *Proceedings of the National Academy of Sciences*. 115(40), 9980-9985.

In Revision & Under Review

⁺Bredehorst, J., ⁺Krautter, K., Meuris, J., & **Jachimowicz, J.M.** The Challenge of Maintaining Passion for Work Over Time: A Dynamic Perspective on Passion and Emotional Exhaustion. 2nd Round Revise and Resubmit at *Organization Science* (minor revisions).

⁺Kwon, M., Lee Cunningham, J., & **Jachimowicz, J.M.** Discerning Saints: Intrinsic Motivation and Selective Prosociality in Teams. 2nd Round Revise and Resubmit at *Academy of Management Journal*.

Lupoli, M., **Jachimowicz, J.M.**, Galinsky, A.D., & Brockner, J. Passion Gaps Create Ethical Cracks: Lacking Desired Passion Increases Unethical Pro-Organizational Behavior. Revise and Resubmit at *Journal of Applied Psychology*.

***Jachimowicz, J.M.** & *Weisman, H. The “Modern” Ideal Worker: Navigating Clashing Expectations Between Employees’ Own and Employers’ Expectations of the Pursuit of Passion. Revise and Resubmit at *Research in Organizational Behavior*.

+Krautter, K., +Gorges, M., +Berry, Z., Ward, S., & **Jachimowicz, J.M.** Gender Inequalities in the Daily Pursuit of Passion. Under Review at *Academy of Management Journal*.

He, J., **Jachimowicz, J.M.** & Moore, C. Why Mediocre Men Fail Up: Perceptions of Passion Boost the Status and Potential of Average-Performing Men More Than Women. Under Review at *Academy of Management Journal*.

Poverty and Inequality

+Blesch, K., Hauser, O.P., **Jachimowicz, J.M.** (in press) Measuring Inequality Beyond the Gini Coefficient May Clarify Conflicting Findings. *Nature Human Behaviour*.

***Jachimowicz, J.M.**, *Davidai, S., +Goya-Tochetto, D., Szaszi, B., Day, M.V., +Tepper, S.J., Phillips, L.T., Mirza, M.U., Ordabayeva, N., Hauser, O.P. (2022). [Inequality in Researchers’ Minds: Four Guiding Questions for Studying Subjective Perceptions of Economic Inequality](#). *Journal of Economic Surveys*.

Jachimowicz, J.M., +Frey, E., Matz, S.C., Jeronimus, B.F., & Galinsky, A.D. (2022). [The Sharp Spikes of Poverty: Financial Scarcity Is Related to Higher Levels of Distress Intensity in Daily Life](#). *Social Psychological and Personality Science*.

*Gladstone, J.J., ***Jachimowicz, J.M.**, *Greenberg, A.E., & Galinsky, A.D. (2021). [Financial Shame Spirals: How Shame Intensifies Financial Hardship](#). *Organizational Behavior and Human Decision Processes*, 167, 42-56.

Anicich, E., **Jachimowicz, J.M.**, +Osborne, M., & Phillips, L.T. (2021). [Structuring Local Environments to Avoid Racial Diversity: Anxiety Drives Whites' Geographical and Institutional Self-Segregation Preferences](#). *Journal of Experimental Social Psychology*. Covered by [Science Magazine as a notable paper](#).

***Jachimowicz, J.M.**, *Mo, R., Greenberg, A.E., Jeronimus, B.F., & Whillans, A.V. (2020) [Income More Reliably Predicts Frequent than Intense Happiness](#). *Social Psychological and Personality Science*, 12(7), 1294-1306.

***Jachimowicz, J.M.**, *Szaszi, B., Lukas, M., Smerdon, D., Prabhu, J., & Weber, E.U. [Higher economic inequality intensifies the financial hardship of people living in poverty by fraying the community buffer](#). (2020). *Nature Human Behaviour*, 4, 702-712.

Jachimowicz, J.M., Chafik, S., Munrat, S., Prabhu, J., & Weber, E.U. (2017). [Community trust reduces myopic decisions of low-income individuals](#). *Proceedings of the National Academy of Sciences*. 114(21), 5401-5406.

In Revision & Under Review

Jaroszewicz, A., **Jachimowicz, J.M.**, Hauser, O.P., & Jamison, J. How Effective is (More) Money? Randomizing Unconditional Cash Transfer Amounts in the US. *Working Paper*.

Phillips, L.T., +Tepper, S.J., +Goya-Tochetto, D., Davidai, S., Ordabayeva, N., Mirza, M.U., Szaszi, B., Day, M.V., Hauser, O.P., & **Jachimowicz, J.M.** Inequality in People's Minds. accessible here. *Working Paper*.

Behavioral Science

Jachimowicz, J.M. (2022). [Embracing field studies as a tool for learning](#). *Nature Reviews Psychology*.

Witte, M., Hensel, L., ... & **Jachimowicz, J.M.** [Global Behaviors, Perceptions, and the Emergence of Social Norms at the Onset of the COVID-19 Pandemic](#) (2022). *Journal of Economic Behavior and Organization*, 193, 473-496.

⁺Götz, F., ⁺Gvirtz, A., Galinsky, A.D., & **Jachimowicz, J.M.** (2021) [How Personality and Policy Predict Pandemic Behavior: Understanding Sheltering-in-Place in 55 Countries at the Onset of COVID-19](#). *American Psychologist*, 76(1), 39-49.

^{*}**Jachimowicz, J.M.**, ^{*}Hauser, O., O'Brien, J., Sherman, E., & Galinsky, A.D. (2018). [The critical role of second-order normative beliefs in predicting energy conservation](#). *Nature Human Behavior*. 2(10), 757-764.

^{*}**Jachimowicz, J.M.**, ^{*}Gladstone, J.G., Berry, D., Kirkdale, C., Thornley, T., Galinsky, A.D. (2019). [Making medications stick: improving medication adherence by highlighting the personal health costs of non-compliance](#). *Behavioural Public Policy*.

Jachimowicz, J.M., ⁺Duncan, S., Weber, E.U., & Johnson, E. (2019). [When and why defaults influence decisions: a meta-analysis of default effects](#). *Behavioural Public Policy*.

TEACHING MATERIALS & POPULAR WRITING

CASES

Jachimowicz, J.M., & Gino, F. (2021). [Sarah Robb O'Hagan: The Rocky Road of Passion](#) (HBS Case #422-055), with accompanying teaching note (#422-099).

Jachimowicz, J.M., & DeLong, T.J. (2021). [Kwame Owusu-Kesse at the Harlem Children's Zone](#) (HBS Case #422-020).

SELECTED POPULAR WRITING

[To Retain Employees, Support Their Passions Outside Work](#) (March 2022). *Harvard Business Review*

[When Following Your Passion Turns Toxic](#) (November 2021). *Harvard Business Review*

[Your Job Doesn't Have to Be Your Passion](#) (June 2021). *Harvard Business Review*

[The Unexpected Benefits of Pursuing a Passion Outside of Work](#) (November 2019). *Harvard Business Review*

[3 Reasons It's So Hard to "Follow Your Passion"](#) (October 2019). *Harvard Business Review*

SELECTED PRESENTATIONS

The Challenge of Maintaining Passion for Work Over Time: A Dynamic Perspective on Passion and Exhaustion.

- Academy of Management (Seattle, August 2022, *scheduled*)
- POS Research Conference (Ann Arbor, June 2022)
- Behavioral Science and Policy Association (Virtual, May 2021)
- Society for Personality and Social Psychology (Virtual, February 2021)

Gender Inequalities in the Daily Pursuit of Passion

- Academy of Management (Seattle, August 2022, *scheduled*)
- POS Research Conference (Ann Arbor, June 2022)

Symposium Organizer & Presenter:

- Pitfalls and Inequalities Complicating the Pursuit of Passion. Symposium Organizer, Academy of Management. (Seattle, August 2022, *scheduled*)
- Pursuing Passion: Why does It Propel and Hold People Back? Symposium Organizer, Society for Personality and Social Psychology (Virtual, February 2021)
- Passion: The Key Ingredient for Success? Perspectives on Passion and Work in Management Research. Academy of Management (Boston, August 2019)
- Passion for Work: Worthy Pursuit or Potential Pitfall? Symposium Organizer, Academy of Management (Chicago, August 2018)
- Consequences, Perceptions and Pursuit of Work Passion Impact Employees and Their Organizations. Symposium Organizer, Academy of Management (Atlanta, August 2017).
- Antecedents, consequences and interpersonal costs of passion for work. Symposium Organizer and Presenter, Society for the Study of Motivation (Boston, May 2017)
- Passion: Buzzword or Theoretical Construct?, Symposium Organizer, Academy of Management (Anaheim, August 2016)

Economic Inequality Increases Financial Hardship for Low-Income Individuals

- Behavioral Decision-Making Research in Management (Boston, June 2018)
- Society for Personality and Social Psychology, Social Class Pre-Conference (Atlanta, March 2018)
- Society for Judgment and Decision Making (Vancouver, November 2017)

Community Trust Reduces Myopic Decisions of Low-Income Individuals

- Society for Personality and Social Psychology (San Antonio, January 2017)
- World Bank Behavioral Finance Forum (Washington D.C., November 2016)
- Society for Judgment and Decision Making (Chicago, November 2015)

Invited Talks

2022	Behavioral Insights Group at Harvard; University of Exeter, Business School; University of North Carolina, Kenan-Flagler Business School; WU Vienna (planned), NUS (planned)
2018	Georgetown University, McDonough School of Business; Harvard University, Harvard Business School, Organizational Behavior Unit; Duke University, Fuqua School of Business, Management and Organizations; NYU, Stern School of Business, Management and Organizations

TEACHING ACTIVITY

Harvard Business School

- LEAD, MBA Required Curriculum (Fall 2019, 2020, 2021)
- Bridges (Spring 2021, 2022)
- Summer Venture in Management Program (Summer 2022)
- Developing Yourself as a Leader (Spring 2020, 2021, 2022)
- Custom Executive Education Programs (2021-): Bacardi, athenahealth

Manhattan College (Adjunct Professor)

- Negotiations and Conflict Resolution (Spring 2018; Rating: 4.9/5.0; Department Average: 4.3/5.0)

SERVICE

Editorial Review Board, *Academy of Management Journal*, 2021-
[Special Issue Associate Editor on the Future of Work](#), *Academy of Management Discoveries*,
 2021-2022

Organizational Behavior Unit Faculty Recruiting Committee, 2021-

Ad-hoc reviewer: *Science*, *Organization Science*, *Proceedings of the National Academy of Sciences*, *Organizational Behavior and Human Decision Processes*, *Journal of Experimental Social Psychology*, *Psychological Science*, *Perspectives in Psychological Science*, *Behavioral Science & Policy*, *Swiss National Science Foundation* & others

PhD Student Advising

Zach Berry (4th year, OB Department, Cornell University, external committee member)

Megan Gorges (2nd year, OB Unit, Harvard Business School)

Justine Murray (1st year, OB Unit, Harvard Business School)

Research Assistant Advising

Kristin Blesch (placement: PhD program, University of Bremen)

Joy Bredehorst (placement: Boston Consulting Group)

Hooman Habibnia (placement: PhD program, WU Vienna)

Josephine Tan (placement: PhD program, Stanford Graduate School of Business)

SELECTED AWARDS AND HONORS

2021	Poets & Quants, Best 40 Under 40 B-School Profs
2020	Forbes 30 under 30, Capital 40 under 40
2019 – 2023	Evaluating the Influence of Cash Transfers and Community-Building on Poverty Alleviation: A Randomized Controlled Trial in Collaboration with the Family Independence Initiative and the City of Boston (\$593,000), Co-Lead Investigator (with Oliver Hauser)
2017	DRRC Student Conference Travel Scholarship, SPSP JDM Pre-Conference Student Paper Award, SPSP Graduate Student Travel Grant
2016	Deming Foundation Grant (\$12,000)
2013 – 2014	Economic and Social Research Council (UK) Scholarship, Kurt Hahn Trust Scholarship
2013	Miller Prize for Best Undergraduate Student in Graduating Class
2011 – 2018	German National Academic Merit Foundation (<i>Studienstiftung</i>)

ADDITIONAL INFORMATION

Languages: Native German and English; Fluent Spanish and Polish; Conversational French

Citizenships: Germany and Sweden (and U.S. Green Card)

Affiliations: Academy of Management, Association for Psychological Science, Society for Personality and Social Psychology, Society for Judgment and Decision-Making

Hobbies: Salsa Dancer and Teacher (only on 2), dog papa