

Jon M. Jachimowicz

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POSITION

Harvard Business School, Organizational Behavior Unit

Assistant Professor of Business Administration

2019 — Present

EDUCATION

Ph.D., Columbia University, Graduate School of Business

2019

Management Division

M.Phil., University of Cambridge, Judge Business School

2014

Innovation, Strategy, & Organization

M.A., University of St Andrews

2013

Management and Psychology

PUBLICATIONS

+ denotes student author. * denotes shared first authorship.

Passion for Work

+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. Provisionally accepted at *Organization Science*.

+Kwon, M., Lee Cunningham, J., & **Jachimowicz, J.M.** (2023). [Discerning Saints: Moralization of Intrinsic Motivation and Selective Prosociality at Work](#). *Academy of Management Journal*.

***Jachimowicz, J.M.** & *Weisman, H. (2022). [Divergence Between Employee and Employer Understandings of Passion: Theory and Implications for Future Research](#). *Research in Organizational Behavior*.

+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*, 123(4), 811–829

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*, 3(9), 1496-1515.

***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.

Poverty and Inequality

- ⁺Blesch, K., Hauser, O.P., **Jachimowicz, J.M.** (2022). [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*, 13(8), 1187-1198.
- ^{*}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. (2021). [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.

Other Publications

- Jachimowicz, J.M.** (2022). [Embracing field studies as a tool for learning](#). *Nature Reviews Psychology*.
- Witte, M., Hensel, L., ... & **Jachimowicz, J.M.** (2022). [Global Behaviors, Perceptions, and the Emergence of Social Norms at the Onset of the COVID-19 Pandemic](#). *Journal of Economic Behavior and Organization*, 193, 473-496.
- ⁺Götz, F., ⁺Gvrtz, 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.**, ^{*}Gladstone, J.G., Berry, D., Kirkdale, C., Thornley, T., Galinsky, A.D. (2021). [Making medications stick: improving medication adherence by highlighting the personal health costs of non-compliance](#). *Behavioural Public Policy*, 5(3), 396-416.
- 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*, 3(2), 159-186.
- *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.

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; October 2022).

Jachimowicz, J.M., & DeLong, T.J. (2021). [Kwame Owusu-Kesse at the Harlem Children's Zone](#) (HBS Case #422-020), with accompanying teaching note (#423-042; August 2022).

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*

GRANTS AND AWARDS

Rising Star Award, Association for Psychological Science	2023
Poets & Quants, Best 40 Under 40 Business School Professors	2021
Forbes 30 under 30 (DACH region)	2020
Capital Magazine 40 under 40	2020
Co-Lead Investigator (with Oliver Hauser), A Randomized Controlled Trial in Collaboration with the Family Independence Initiative (total amount: \$593,000)	2019 – 2023
DRRC Student Conference Travel Scholarship, SPSP JDM Pre-Conference Student Paper Award, SPSP Graduate Student Travel Grant	2017
Deming Foundation Grant	2016
Economic and Social Research Council (UK) Scholarship, Kurt Hahn Trust Scholarship	2013 – 2014
Miller Prize for Best Undergraduate Student in Graduating Class	2013
German National Academic Merit Foundation (<i>Studienstiftung</i>)	2011 – 2018

SELECTED PRESENTATIONS

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

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

Divergence Between Employee and Employer Understandings of Passion: Theory and Implications for Future Research

- May Meaning Meeting (Virtual, May 2022)

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)

Symposium Organizer & Presenter:

- Pitfalls and Inequalities Complicating the Pursuit of Passion. Symposium Organizer, Academy of Management. (Seattle, August 2022)
- 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)

Invited Talks

UCLA Anderson (Behavioral Decision Research Group; 2023), Stanford GSB (Organizational Behavior Seminar; 2023), UNC Kenan-Flagler (Organizational Behavior Seminar; 2022), WU Vienna (Business & Psychology; 2022), University of Exeter Business School (2022), Georgetown McDonough School of Business (2018), Harvard Business School (2018), Duke Fuqua School of Business (2018), NYU Stern School of Business (2018)

PROFESSIONAL SERVICE

Editorial Review Board, *Academy of Management Journal*, 2021-
[Special Issue Associate Editor](#), *Academy of Management Discoveries*, 2021-2023
Organizational Behavior Unit Faculty Recruiting Committee, HBS, 2021, 2022

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 (5th year, OB Department, Cornell University, external committee member)
Megan Gorges (3rd year, OB Unit, Harvard Business School)
Justine Murray (2nd year, OB Unit, Harvard Business School)
Yajun Cao (1st year, OB Unit, Harvard Business School)

Research Assistant Advising

Kristin Blesch (placement: PhD program, University of Bremen)
Joy Bredehorst (placement: PhD program, University of Cologne)
Hooman Habibnia (placement: PhD program, WU Vienna)
Josephine Tan (placement: PhD program, Stanford Graduate School of Business)

TEACHING

Harvard Business School

- LEAD, MBA Required Curriculum (Fall 2019, 2020, 2021)
- Bridges (Spring 2021, 2022)
- Summer Venture in Management Program (Summer 2022, Summer 2023)
- 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)

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)