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#### ACADEMIC POSITIONS

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

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#### EDUCATION

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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

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#### PUBLICATIONS & WORKING PAPERS (CITATION COUNT = 969, H-INDEX = 11)

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<sup>+</sup> denotes graduate student author. <sup>\*</sup> denotes shared first authorship.

#### On Passion & Careers

1. <sup>+</sup>Krautter, K., <sup>+</sup>Gorges, M., <sup>+</sup>Berry, Z., Ward, S., & **Jachimowicz, J.M.** Gender Inequalities in the Daily Pursuit of Passion. Under Review at *Academy of Management Journal*.
2. 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*.
3. <sup>+</sup>Wang, K., <sup>+</sup>Bailey, E., & **Jachimowicz, J.M.** The Passionate Pygmalion Effect: Passion produces greater performance in part because of preferential treatment by others. Revise and Resubmit at *Journal of Experimental Social Psychology*.
4. <sup>+</sup>Bredehorst, J., <sup>+</sup>Krautter, K., Meuris, J., & **Jachimowicz, J.M.** The Challenge of Maintaining Passion for Work Over Time: A Dynamic Perspective on Passion and Emotional Exhaustion. Revise and Resubmit at *Organization Science*.
5. 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*.
6. <sup>+</sup>Kwon, M., Lee Cunningham, J., & **Jachimowicz, J.M.** Discerning Saints: Intrinsic Motivation and Selective Prosociality in Teams. 2<sup>nd</sup> Round Revise and Resubmit at *Academy of Management Journal*.
7. <sup>\*</sup>Weisman, H., & <sup>\*</sup>**Jachimowicz, J.M.** The modern ideal worker. Invited submission at *Research in Organizational Behavior*.
8. **Jachimowicz, J.M.** (2022). [Embracing field studies as a tool for learning](#). *Nature Reviews Psychology*.
9. 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*.

10. **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*.
11. \***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.
12. **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.
13. **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.

### **On Poverty & Inequality**

1. Jaroszewicz, A., **Jachimowicz, J.M.**, Hauser, O.P., & Jamison, J. The (In-)Sufficiency of Unconditional Cash Transfer Amounts: A Randomized Controlled Trial in the USA.
2. <sup>+</sup>Blesch, K., Hauser, O.P., & **Jachimowicz, J.M.**, Measuring Inequality Beyond the Gini Coefficient May Clarify Conflicting Findings. Revise and Resubmit at *Nature Human Behaviour*.
3. \***Jachimowicz, J.M.**, \*Davidai, S., <sup>+</sup>Goya-Tochetto, D., Szaszi, B., Day, M.V., <sup>+</sup>Tepper, S.J., Phillips, L.T., Mirza, M.U., Ordabayeva, N., Hauser, O.P. (in press). [Inequality in Researchers' Minds: Four Guiding Questions for Studying Subjective Perceptions of Economic Inequality](#). *Journal of Economic Surveys*.
4. **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*.
5. \*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.
6. Anicich, E., **Jachimowicz, J.M.**, <sup>+</sup>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](#).
7. **Jachimowicz, J.M.** (2020) [Energy Conservation Behaviour: Three Thumbs Up for Social Norms](#). *Nature Energy*, 5, 826-827.
8. \***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.
9. \***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.
10. \***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.

11. **Jachimowicz, J.M.**, <sup>+</sup>Chafik, S., <sup>+</sup>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.

#### **Miscellaneous** (broader topics in behavioral science)

1. 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.
2. <sup>+</sup>Götz, F., <sup>+</sup>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.
3. <sup>\*</sup>**Jachimowicz, J.M.**, <sup>\*</sup>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*.
4. **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**

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##### **CASES**

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

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

##### **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**

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

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

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

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)

#### 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

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##### *Harvard Business School*

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

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Editorial Review Board, *Academy of Management Journal*, 2021-

[Special Issue Associate Editor](#), *Academy of Management Discoveries*, 2021-2022

Organizational Behavior Unit Recruiting Committee, 2021-

Ad-hoc reviewer: *Academy of Management Journal*, *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*, *Nature Energy*, *Behavioral Science & Policy*, *Swiss National Science Foundation* & others

### **PhD Student Advising**

Zach Berry (3<sup>rd</sup> year, OB Department, Cornell University)  
 Megan Gorges (2<sup>nd</sup> year, OB Unit, Harvard Business School)  
 Justine Murray (1<sup>st</sup> year, OB Unit, Harvard Business School)

### **Research Assistant Advising**

Janik Deutscher (placement: PhD program, Universitat Pompeu Fabra—Barcelona School of Economics)  
 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)

### **AWARDS AND HONORS**

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2021	Poets & Quants, Best 40 Under 40 B-School Profs
2020	Capital 40 under 40
2020	Forbes 30 under 30
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 - 2019	Health Foundation Grant (\$60,000), 2017-2019, Principal Investigator, for “Supporting the Pursuit of Passion in Nurses: A Field Study in UK Hospitals.” Awarded November 2017 (more details <a href="#">available here</a> )
2017	DRRC Student Conference Travel Scholarship
2017	SPSP JDM Pre-Conference Student Paper Award
2017	SPSP Graduate Student Travel Grant
2016	Deming Foundation Grant (\$12,000)
2014 - 2018	Columbia Behavioral Lab Fellowship
2013, 2017	Cambridge Judge Business School Small Research Grant
2013 - 2014	Economic and Social Research Council (UK) Scholarship
2013 - 2014	Kurt Hahn Trust Scholarship
2013	Miller Prize for Best Undergraduate Student in Graduating Class
2011 - 2018	German National Academic Merit Foundation

### **ADDITIONAL INFORMATION**

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**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