

## Jon M. Jachimowicz

[www.jonmjachimowicz.com](http://www.jonmjachimowicz.com)

[jjachimowicz@hbs.edu](mailto:jjachimowicz@hbs.edu)

### 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. (2023). [The Challenge of Maintaining Passion for Work Over Time: A Dynamic Perspective on Passion and Emotional Exhaustion](#). *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., 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**

- <sup>+</sup>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.**, <sup>\*</sup>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. (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.
- <sup>\*</sup>Gladstone, J.J., **\*Jachimowicz, J.M.**, <sup>\*</sup>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.**, <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](#).
- \*Jachimowicz, J.M.**, <sup>\*</sup>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.**, <sup>\*</sup>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.
- <sup>+</sup>Götz, F., <sup>+</sup>Gvartz, 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.**, <sup>\*</sup>Lee Cunningham, J., Staats, B., Gino, F., & Menges, J.I. (2021). [Between Home and Work: Commuting as an Opportunity for Role Transitions](#). *Organization Science*, 32(1), 64-85.
- \*Jachimowicz, J.M.**, <sup>\*</sup>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.**, <sup>+</sup>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.**, <sup>\*</sup>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., & DeLong, T.J. (2021). [Kwame Owusu-Kesse at the Harlem Children's Zone](#) (HBS Case #422-020), with accompanying teaching note (#423-042).

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).

### SELECTED POPULAR WRITING

[Your Love For Work May Alienate Your Coworkers](#) (June 2023). *Harvard Business Review*

[Don't Let Passion Lead to Burnout On Your Team](#) (May 2023). *Harvard Business Review*

[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

Co-Organizer, Behavioral Insights Group Doctoral Conference (August, 2020)

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 (5<sup>th</sup> year, OB Department, Cornell University, external committee member)

Megan Gorges (3<sup>rd</sup> year, OB Unit, Harvard Business School)

Justine Murray (2<sup>nd</sup> year, OB Unit, Harvard Business School)

Yajun Cao (1<sup>st</sup> 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)