

Jon M. Jachimowicz

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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

1. ***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*.
2. **Jachimowicz, J.M.** (2020) [Energy Conservation Behaviour: Three Thumbs Up for Social Norms](#). *Nature Energy*, 5, 826-827.
3. Götz, F., Gvirtz, A., Galinsky, A.D., & **Jachimowicz, J.M.** (2020) [How Personality and Policy Predict Pandemic Behavior: Understanding Sheltering-in-Place in 55 Countries at the Onset of COVID-19](#). *American Psychologist*.
4. ***Jachimowicz, J.M., *Lee, J., Staats, B., Gino, F., & Menges, J.I.** [Between Home and Work: Commuting as an Opportunity for Role Transitions](#). (2020) *Organization Science*.
5. ***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.
6. **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.
7. ***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*.
8. **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*.

- 9a. **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.
- 9b. **Jachimowicz, J.M.**, Wihler, A., Bailey, E.R. & Galinsky, A.D. (2019). [Reply to Guo et al. and Credé: Grit-S scale measures only perseverance, not passion, and its supposed subfactors are merely artifactors](#). *Proceedings of the National Academy of Sciences*.
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. Ruggeri, K., Achterberg, J., Berkessel, J. Navarro, A.L., **Jachimowicz, J.M.**, Whillans, A.V. (2018). [Chapter 9: behavioral insights for the workplace](#). In Ruggeri, K. (Ed.) *Behavioral Insights for Public Policy*. London, UK: Routledge.
12. **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.

MANUSCRIPTS IN REVISION & UNDER REVIEW

13. Landis, B., **Jachimowicz, J.M.**, & Wang, D. A Dynamic Network Perspective on Extraversion and Leadership Emergence: Enduring Winners or Fading Stars? (Revise & Resubmit at *Academy of Management Journal*)
14. Anicich, E., **Jachimowicz, J.M.**, Osborne, M., & Phillips, L.T. Structuring Local Environments to Avoid Diversity: Anxiety Drives Whites' Geographical and Institutional Self-Segregation Preferences (Revise & Resubmit at *Journal of Experimental Social Psychology*)
15. *Gladstone, J.J., ***Jachimowicz, J.M.**, *Greenberg, A.E., & Galinsky, A.D. Financial Shame Spirals: Why Shame but Not Guilt Exacerbates Financial Hardship (2nd Round Revise & Resubmit at *Organizational Behavior and Human Decision Processes*)

WORKING PAPERS

16. Jaroszewicz, A., **Jachimowicz, J.M.**, Hauser, O.P., Jamison, J. A Randomized Controlled Trial Varying Unconditional Cash Transfer Amounts in the US. Detailed Pre-Registration available: <https://www.socialscienceregistry.org/trials/6149>
17. Tan, J., & **Jachimowicz, J.M.** The Pursuit of Passion Propagates Privilege. [HBS Working Paper #20-136](#).
18. Cormier, G., & **Jachimowicz, J.M.** Quiet Fires Fail to Impress: Introverted Expressions of Passion Receive Less Social Worth. [HBS Working Paper #21-027](#).
19. Fetzer, T., Witte, M., Hensel, L., **Jachimowicz, J.M.**, Haushofer, J., Ivchenko, A., ... Yoeli, E. Perceptions of an Insufficient Government Response at the Onset of the COVID-19 Pandemic are Associated with Lower Mental Well-Being. Available at: <https://psyarxiv.com/3kfmh>

POPULAR WRITING

[We Have a Rare Opportunity to Create a Stronger, More Equitable Society](#). *Behavioral Scientist* (June 2020)

[The Passion Economy: A Conversation with Adam Davidson](#). *Behavioral Scientist* (February 2020)

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

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

[Defaults Are Not the Same by Default](#). *Behavioral Scientist* (April 2019)

[The Passion Paradox: A Conversation with Brad Stulberg](#). *Behavioral Scientist* (April 2019)

[People Use Less Energy When They Think Their Neighbors Care About the Environment](#) *Harvard Business Review* (January 2019)

[The Study Premortem: Why Publishing Null Results Is Only the First Step](#). *Behavioral Scientist* (October 2018)

[The Behavioral Scientist's Ethics Checklist](#). *Behavioral Scientist* (October 2017)

[Reclaim Your Commute: Getting to And From Work Doesn't Have To Be Soul Crushing](#). *Harvard Business Review*, 149-153 (Print, May-June 2017)

[The conditions that help poor people make better decisions, according to new research](#). *Quartz* (May 2017)

[The Business Case for Providing Health Insurance to Low-Income Employees](#). *Harvard Business Review* (May 2017)

[What to Do When Someone Angrily Challenges Your Data](#). *Harvard Business Review* (April 2017)—reprinted in 2018's HBR Guide to Data Analytics Basics for Managers.

[A 5-Step Process to Get More Out of Your Organization's Data](#). *Harvard Business Review* (March 2017)

[Proactivity Can Be a Double-Edged Sword](#). *Harvard Business Review* (October 2016)

[The Problem With Following Your Passion](#). *Washington Post* (November 2015)

[The Positive Power of Nudging](#). *Scientific American Mind* (September/October 2015)

AWARDS AND HONORS

2020	Capital 40 under 40
2020	Forbes 30 under 30
2019 – 2022	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 (\$500,000), 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 available here)
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

SELECTED PRESENTATIONS

Refereed Conference Presentations

The Pursuit of Passion Propagates Privilege. Society for Personality and Social Psychology (Virtual, February 2021)

Opposing Effects of Economic Inequality Concentrated at the Top or Bottom of the Income Distribution on Subjective Well-Being. Society for Personality and Social Psychology (New Orleans, February 2020)

Passion: The Key Ingredient for Success? Perspectives on Passion and Work in Management Research. Academy of Management (Boston, August 2019)

The Dynamic Model of Passion: The Upsides and Downsides of Passion Variability. Society for Personality and Social Psychology (Portland, February 2019)

The Critical Role of Second-Order Normative Beliefs in Predicting Energy Conservation. for Judgment and Decision Making (New Orleans, November 2018)

Catching the Upward Drift: Increased Hierarchical Differentiation Only Promotes Individual Performance When Workgroups Have Higher Upward Mobility. Academy of Management (Chicago, August 2018)

When the Passionate Succeed: Passion for Work Increases Job Performance Only When Their Supervisors Attain Desired Levels of Passion. Academy of Management (Chicago, August 2018)

From Evaluation to Investigation: Designing Field Studies to Measure Underlying Theoretical Mechanisms, Society for Personality and Social Psychology (Atlanta, March 2018)

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)

Why Passion Pursuit Fails: A Consequence Mindset Toward Achieving Passion Increases Subjective Gaps of Passion and Turnover Intentions

- Transatlantic Doctoral Conference (London, May 2017)
- Academy of Management (Atlanta, August 2017).

Commitment Devices in Medication Adherence at the Pharmacy Level: A Randomized Control Trial, Society for Judgment and Decision Making (Chicago, November 2016)

Default-Rejection: The Hidden Cost of Defaults

- Society for Judgment and Decision Making (Chicago, November 2016)
- Academy of Management (Anaheim, August 2016)
- Behavioral Decision Research in Management (Toronto, June 2016)

Passion Gaps: Differences Between Expected and Actual Levels of Passion Impact Self-Confidence and Work Performance, Academy of Management (Anaheim, August 2016)

Commuting With a Plan: How Goal-Directed Prospection Can Offset the Strain of Commuting, Academy of Management (Anaheim, August 2016)

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)

Workplace Distractions Influence the Relationship Between Job Control and Emotional Exhaustion for Better, and for Worse

- Center for Positive Organizational Scholarship (Ann Arbor, May 2017)
- Academy of Management (Vancouver, August 2015)
- NYU/Columbia Management Conference. (New York, May 2015)
- Society for Judgment and Decision Making (*Poster*; Long Beach, November 2014)

Chaired Symposia

Pursuing Passion: Why does It Propel and Hold People Back? Symposium Organizer, Society for Personality and Social Psychology (Virtual, February 2021)

Goal Pursuit Dynamics: Informing Motivation Science with a Process Approach. Symposium Organizer, Society for Personality and Social Psychology (Portland, February 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

2018	Georgetown University, McDonough School of Business
2018	Harvard University, Harvard Business School, Organizational Behavior Unit
2018	Duke University, Fuqua School of Business, Management and Organizations
2018	NYU, Stern School of Business, Management and Organizations

TEACHING ACTIVITY

LEAD (Leadership and Organizational Behavior)
Harvard Business School

Fall 2019 & Fall 2020

Negotiations and Conflict Resolution

Adjunct Professor, Manhattan College

Spring 2018

Rating: 4.9/5.0 (25 students; department average: 4.3/5.0)

ADDITIONAL INFORMATION

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

Citizenships: Germany and Sweden

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

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, Perspectives in Psychological Science, Nature Energy, Behavioral Science & Policy, Swiss National Science Foundation* & many others

Hobbies: Salsa Instructor and Teacher (*on 2*), long-distance running/cycling