

# CURRICULUM VITAE

Dr. Richard Rau  
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## EDUCATION

- 2019      **PhD (Dr. rer. nat.)**, University of Münster, summa cum laude  
Advisors: Dr. Steffen Nestler and Dr. Michael Dufner
- 2016      **MSc Psychology**, University of Leipzig, Final grade 1.0 (GPA 4.0)
- 2012      **BSc Psychology**, University of Freiburg, Final grade 1.1 (GPA 3.9)
- 2008      **Abitur (matriculation examination)**, Uhland-Gymnasium Tübingen, Final grade 1.1 (GPA 3.9)

## PROFESSIONAL POSITIONS

- Since 2022    **Member of scientific staff** (permanent position) at the Chair of Psychological Assessment (Prof. Dr. Michael Grosz), Health and Medical University Potsdam; associated member at the Chair of Personality and Assessment (Prof. Dr. Mitja Back), University of Münster  
*Parental leave from May – September 2023*
- 2019-2022    **Member of scientific staff** at the Chair of Psychological Assessment & Personality Psychology (Prof. Dr. Mitja Back) and at the Chair of Statistics & Psychological Methods (Prof. Dr. Steffen Nestler), University of Münster  
*Parental leave from April – September 2020*
- 2016-2019    **Member of scientific staff** at the Chair of Psychological Methods (Prof. Dr. Steffen Nestler), University of Leipzig
- 2013-2015    **Student research assistant**, Department of Social Neuroscience (Prof. Dr. Tania Singer), Max-Planck-Institute for Cognitive and Brain Sciences
- 2014-2015    **Student teaching assistant for scientific writing**, University of Leipzig
- 2013          **Project employee at MTO Testsysteme GmbH**, psychological assessment for personnel selection, Tübingen
- 2010-2012    **Student teaching assistant for statistics**, University of Freiburg

## FUNDING / AWARDS

- 2024-2027 **Three-year research grant** “A multi-method approach to positivity differences in the formation of first impressions” funded by the German Research Foundation (DFG); 334,958€
- 2021 **Award for an Outstanding Contribution in Digital Diagnostics** granted by the Personality Psychology and Psychological Diagnostics Section (DPPD) of the German Psychological Society; sponsored by Schuhfried GmbH; 1,500€
- 2016-2019 **Three-year funding for PhD research project**, granted by the Graduates Committee of the University of Leipzig; 60,600 €
- 2018 **Best Poster Award** for the Poster “Validation of an online-tool to measure individual styles in snap personality judgments” (Rau, R., Nestler, W., Dufner, M., & Nestler, S., 2018) presented at the European Conference on Personality; 500 €
- 2017 **Visiting scholarship** for a two-month stay at University of Toronto, Canada as a guest of Prof. Erika Carlson, funded by the German Academic Exchange Service, DAAD; 3,954 €
- 2014-2015 **Deutschlandstipendium**, German national scholarship for high-achieving and committed students from all scientific disciplines; 3,600 €
- 2014 **Scholarship by Studienstiftung Deutscher Psychologen e.V.** (Foundation of German Practicing Psychologists)

## TEACHING

- Since 2023 **Seminar: Quantitative research methods**, undergraduate course
- 2024 **Workshop: Invited expert for the annual PhD Workshop** organized by the Personality Psychology and Psychological Diagnostics Section (DPPD) of the German Psychological Society; held together with Prof. Dr. Fanz Neyer and Prof. Dr. Janina Bühler
- 2023-2024 **Seminar: Psychological assessment**, undergraduate course
- 2021-2022 **Lecture: Psychological assessment**, graduate course
- 2021-2022 **Seminar: Personality assessment and ability testing**, undergraduate course
- 2019-2022 **Seminar: Advanced computer-based data analysis in R**, graduate course
- 2020-2021 **Seminar: Personality and interpersonal perception at zero-acquaintance**, undergraduate course
- 2019-2020 **Lecture: Psychological assessment**, graduate course
- 2019-2020 **Seminar: Goal-oriented diagnostic interviewing**, undergraduate course

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| 2019      | <b>Workshop: Multilevel modelling of complex psychological data</b> , invited workshop held together with Dr. Florian Scharf for the Chair of Clinical Child Psychology at University of Leipzig |
| 2016-2019 | <b>Seminar: Computer based data analysis in R</b> , undergraduate course   |
| 2016      | <b>Seminar: Computer based data analysis in SPSS</b> , undergraduate course  |
| 2014-2015 | <b>TA: Scientific writing</b> , undergraduate course   |
| 2010-2012 | <b>TA: Statistics I and II</b> , undergraduate course  |

## TRAINING

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| 2018 | Workshop: Missing Data (by Simon Grund)   |
| 2018 | Workshop: How to Publish in Top-tier Journals (by Mo Wang)                                      |
| 2017 | Workshop: Big Data (by Steffen Nestler and Florian Scharf)                                      |
| 2017 | Workshop: Designing Complex Online Surveys Using formr.org (by Ruben Arslan)                    |
| 2017 | Workshop: Multilevel Structural Equation Modelling with lavaan (by Yves Rosseel and Axel Mayer) |
| 2017 | Workshop: Predictive Modelling and Machine Learning (by Florian Pargent and Clemens Stachl)     |
| 2016 | Online Course: Improving Your Statistical Inferences (by Daniel Lakens)                         |
| 2016 | Workshop: Multilevel Analyses in R (by Jenny Wagner)  |

## COMMUNITY INVOLVEMENT

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| Present   | <b>Co-Chair of Health and Medical University's Institutional Review Board</b>   |
| Present   | <b>Member of the European Association of Personality Psychology (EAPP) and of EAPP's sustainability committee</b>                   |
| Present   | <b>Member of the German Psychological Society (DGPs)</b>  |
| Present   | <b>Member of the Society for Interpersonal Theory and Research (SITAR)</b>  |
| Present   | <b>Member of the Association for Research in Personality (ARP)</b>  |
| 2013-2015 | <b>Elected member of the Council of Student Representatives</b> , University of Leipzig   |
| 2013-2015 | <b>Member of the Study Commission</b> , University of Leipzig   |
| 2013-2015 | <b>Head of local initiative of Studenten Bilden Schüler e.V.</b> (organizing private lessons for children from low-income families) |

## JOURNAL REVIEWING

Journal of Personality and Social Psychology (member of editorial board)

European Journal of Personality (ad hoc)

Social Psychology and Personality Science (ad hoc)

Journal of Research in Personality (ad hoc)

Journal of Personality (ad hoc)

Journal of Individual Differences (ad hoc)

Personality and Individual Differences (ad hoc)

PLoS ONE (ad hoc)

Psychology of Sport and Exercise (ad hoc)

## MEDIA COVERAGE

Süddeutsche Zeitung

Psychologie Heute

CNN

NBC

Daily Mail

SWR

WDR

Deutschlandfunk Nova

## PUBLICATIONS

### Working papers:

**Rau, R., Grosz, M., & Back, M. D. (2023).** *A large-scale, gamified online-assessment of first impressions: The Who Knows project.* Manuscript under review at Behavior Research Methods. Preprint: <https://osf.io/preprints/psyarxiv/gb4av>

**Rau, R., Schmidt, L., & Vogel, L. (2023).** *Where are perceiver biases in personality perception rooted? Findings from a recognition task.* Manuscript invited for resubmission at Personality Science. Preprint: <https://osf.io/preprints/psyarxiv/na9t8>

**Dufner, M., Grapsas, E., & Rau, R. (2024).** *Why the same dispositions lead to different social outcomes across situations: Behavioral and valuation contingency.* Manuscript under review at Psychological Science.

Aissaoui, A., & **Rau, R.** (2024). *Dissociating normative accuracy and evaluative positivity in perceiver effects in personality impressions*. Manuscript in preparation.

Remmers, C., Anoschin, A., Zimmermann, J., Grosz, P. M., Back, M. D., & **Rau, R.** (2024). *Knowing people intuitively? The effect of intuition (vs. deliberation) on person perception accuracy*. Manuscript in preparation.

### Peer reviewed journal articles:

Schäpermeier, M., Thielmann, I., & Rau, R. (in press). Which measures of beliefs about others' prosociality predict prosocial behavior in economic games? *Collabra: Psychology*. Retrieved from <https://osf.io/preprints/psyarxiv/cujt4>

Kueppers, S., **Rau, R.**, & Scharf, F. (in press). Using Monte Carlo simulation to forecast the scientific utility of psychological app studies: A tutorial. *Multivariate Behavior Research*. Retrieved from <https://osf.io/preprints/psyarxiv/m6atw>

Scharbert, J., Utesch, K., Reiter, Thomas F., ter Horst, J., van Zalk, M., Back, M. D., & **Rau, R.** (in press). If you were happy and you know it, clap your hands! Testing the peak-end rule for retrospective judgments of well-being in everyday life. *European Journal of Personality*. Retrieved from <https://osf.io/preprints/psyarxiv/njmcy>

Bleckmann, E., **Rau, R.**, Carlson, E., & Wagner, J. (in press). I think you might like me: Emergence and change of meta-liking in initial social interactions. *Journal of Personality and Social Psychology*. Retrieved from [osf.io/preprints/psyarxiv/r26jz](https://osf.io/preprints/psyarxiv/r26jz)

Carlson, E., Elsaadawy, N., Pringle, V., & **Rau, R.** (in press). Individual differences in dissimulation: Do some people make more distinctions among targets' personalities than others? *Journal of Personality*. Retrieved from [osf.io/preprints/psyarxiv/ewpn9](https://osf.io/preprints/psyarxiv/ewpn9)

Pringle, V., Carlson, E., & **Rau, R.** (2023). Self-knowledge of perceiver effects: Do people know how positively they tend to view targets relative to other people? *Journal of Research in Personality*, 106, 104413. <https://doi.org/10.1016/j.jrp.2023.104413>

Schauf, T., Dufner, M., Nestler, S., & **Rau, R.** (2023). Do agency and communion explain the relationship between perceiver and target effects in interpersonal perception? A meta-analysis on generalized reciprocity. *Personality and Social Psychology Bulletin*, 49(10), 1479–1494. <https://doi.org/10.1177/01461672221107205>

Thielmann, I.\*, **Rau, R.\***, & Locke, K. D. (2023). Trait-specificity versus global positivity: A critical test of alternative sources of assumed similarity in personality judgments. *Journal of Personality and Social Psychology*, 124(4), 828–847. <https://doi.org/10.1037/pspp0000420>  
\* shared first authorship

**Rau, R.**, Zimmermann, J., & Back, M. D. (2023). Applying multi-modal Social Relations Analyses in personality pathology research. *Personality Disorders: Theory, Research, and Treatment*, 14(1), 73–82. <https://doi.org/10.1037/per0000589>

**Rau, R.**, Carlson, E. N., Dufner, M., Geukes, K., Kraft, L., Krause, S., Nikoleizig, L., Nestler, S., & Back, M. D. (2022). Positivity in peer perceptions over time: Personality explains variation at zero-acquaintance, popularity explains differential change. *Journal of Personality and Social Psychology*, 123(2), 423–443. <https://doi.org/10.1037/pspp0000407>

- Rau, R.,** Lawless DesJardins, N. M., Niemeyer, L. M., Back, M. D., Srivastava, S., & Nestler, S. (2022). Perceiver effects in first impressions reflect generalized stereotypes: Evidence of consistency across time, groups, and contexts. *Social Psychological and Personality Science*, 13(7), 1138–1150. <https://doi.org/10.1177/19485506211066710>
- Heynicke, M., **Rau, R.,** Leising, D., Wessels, N., & Wiedenroth, A. (2022). Perceiver effects in person perception reflect acquiescence, positivity, and trait-specific content: Evidence from a large-scale replication study. *Social Psychological and Personality Science*, 13(4), 839–848. <https://doi.org/10.1177/19485506211039101>
- Rau, R.,** Carlson, E. N., Back, M. D., Barranti, M., Gebauer, J. E., Human, L. J., Leising, D., & Nestler, S. (2021). What is the structure of perceiver effects? On the importance of global positivity and trait-specificity across personality domains and judgment contexts. *Journal of Personality and Social Psychology*, 120(3), 745–764. <https://doi.org/10.1037/pspp0000278>
- Rau, R.,** Nestler, W., Dufner, M., & Nestler, S. (2021). Seeing the best or worst in others: A measure of generalized other-perceptions. *Assessment*, 28(8), 1897–1914. <https://doi.org/10.1177/1073191120905015>
- Maßen, E., Büttner, M., Bröcker, A.-L., Stuke, F., Bayer, S., Hadzibegovic, J., Just, S. A., Bertram, G., **Rau, R.,** Haebler, D. von, Lempa, G., & Montag, C. (2021). Measuring emotional awareness in patients with schizophrenia and schizoaffective disorders. *Frontiers in Psychology*, 0, 5225. <https://doi.org/10.3389/fpsyg.2021.725787>
- Rau, R.,** Thielmann, I., Breil, S. M., Geukes, K., Krause, S., Nikoleizig, L., Back, M. D., & Nestler, S. (2020). Do perceiver effects in interpersonal perception predict cooperation in social dilemmas? *Collabra: Psychology*, 6(1), 35. <https://doi.org/10.1525/collabra.332>
- Garbe, L.\*, **Rau, R.\***, & Toppe, T\*. (2020). Influence of perceived threat of Covid-19 and HEXACO personality traits on toilet paper stockpiling. *PloS ONE*, 15(6). <https://doi.org/10.1371/journal.pone.0234232>  
\* shared first authorship
- Rau, R.,** Nestler, S., Geukes, K., Back, M. D., & Dufner, M. (2019). Can other-derogation be beneficial? Seeing others as low in agency can lead to an agentic reputation in newly formed face-to-face groups. *Journal of Personality and Social Psychology*, 117(1), 201–227. <https://doi.org/10.1037/pspp0000250>

### Conference Talks (as first author):

- Rau, R., Grosz, M. P., & Back, M. D. (2023). *An investigation of self-knowledge about the accuracy of personality impressions with performance data from a gaming application*. Conference talk given at the Biannual Meeting of the German Society for Differential and Personality Psychology and Psychological Diagnostics, Salzburg, Austria.
- Rau, R. (2022). *Eine Gamification-basierte Erfassung individueller Unterschiede in der Menschenkenntnis: Erste Einsichten von der Quiz-App „Who Knows“*. Positionsreferat presented at the Biannual Meeting of the German Society for Psychology, Hildesheim, Germany.
- Rau, R., Carlson, E. N., Dufner, M., Geukes, K., Kraft, L., Krause, S., . . . Back, M. D. (2022). *Positive peer perceptions over time: The role of personality and likability in predicting the development of*

*perceiver effects*. Conference talk given at the European Conference on Personality, Madrid, Spain.

- Rau, R., Lawless DesJardins, N. M., Niemeyer, L. M., Back, M. D., Srivastava, S., & Nestler, S. (2021). *Perceiver effects in first impressions reflect generalized stereotypes: Evidence of consistency across time, groups, and contexts*. Conference talk given at the Biannual Meeting of the German Society for Differential and Personality Psychology and Psychological Diagnostics, Ulm, Germany.
- Rau, R., Carlson, E. N., Dufner, M., Geukes, K., Kraft, L., Krause, S., . . . Back, M. D. (2021). *Positive peer perceptions over time: The role of personality and likability in predicting the development of perceiver effects*. Conference talk given at the Biannual Meeting of the German Society for Differential and Personality Psychology and Psychological Diagnostics, Ulm, Germany.
- Rau, R., Nestler, S., Geukes, K., Back, M. D., & Dufner, M. (2019). *Does perceiving others as low in agency trigger self-promoting behavior in newly formed groups?* Conference talk given at the Biannual Meeting of the German Society for Differential and Personality Psychology and Psychological Diagnostics, Dresden, Germany.
- Rau, R., Nestler, S., Back, M. D., Gebauer, J., & Carlson, E. N. (2018). *Which structure underlies perceiver effects in person perception: Evaluative halo or trait specific idiosyncrasies?* Conference talk given at the Biannual Meeting of the German Society for Psychology, Frankfurt, Germany.
- Rau, R., Drewke, P., Niemeyer, L. M., Lawless DesJardins, N. M., Back, M. D., & Nestler, S. (2018). *Was bedeuten individuelle Beurteilungstendenzen beim Kennenlernen: Generealisierte Stereotype oder situationsspezifische Erwartungen über „die Anderen“?* Conference talk given at the Biannual Meeting of the German Society for Psychology, Frankfurt, Germany.
- Rau R., Dufner, M., Geukes, K., Back, M. D., & Nestler, S. (2018). *Can other-derogation be beneficial? Seeing others as low in agency can lead to an agentic reputation in newly formed face-to-face groups*. Conference talk given at the European Conference on Personality, Zadar, Croatia.
- Rau R., Dufner, M., Geukes, K., Back, M. D., & Nestler, S. (2017). *Wie Du mich, so ich Dich? Reziprozitäten in der interpersonellen Wahrnehmung agentischer und kommunaler Eigenschaften*. Conference talk given at the Biannual Meeting of the German Society for Differential and Personality Psychology and Psychological Diagnostics, Munich, Germany.

#### **Posters:**

- Rau, R., Nestler, W., Dufner, M., & Nestler, S., (2018). *Validation of an online-tool to measure individual styles in snap personality judgments*. Presented at the European Conference on Personality, Zadar, Croatia.

#### **Chaired Symposia:**

- Rau, R., Pusch, S., Wiedenroth, A., & Mund, M. (2021). *Tomorrow will be different: Interpersonal perceptions over time*. Symposium at the Biannual Meeting of the German Society for Differential and Personality Psychology and Psychological Diagnostics, Ulm, Germany.
- Rau, R., Barranti, M., Costello, C. K., & Humberg, S. (2018). *Making good impressions: On the antecedents and consequences of peer reputations*. Symposium at the European Conference on Personality, Zadar, Croatia.