

CURRICULUM VITAE

Dr. Richard Rau
Health and Medical University Potsdam
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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 2025 **Full professor** (W2 equivalent) for Social and Personality Psychology, HMU Health and Medical University Potsdam
- Since 2022 **Member of scientific staff** (permanent position) at the Chair of Psychological Assessment (Prof. Dr. Michael Grosz), HMU 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); 408,649€
- 2024 **APA Editor’s Choice Selection** for the paper „Trait-specificity versus global positivity: A critical test of alternative sources of assumed similarity in personality judgments”
- 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 2025 **Seminar: Quantitative research methods**, undergraduate course
- Since 2025 **Seminar: Personality Psychology**, undergraduate course
- Since 2024 **Lecture: Introduction to Social Psychology**, undergraduate course
- Since 2024 **Seminar: Key Phenomena in Social Psychology**, undergraduate course
- 2025 **Seminar: Psychological assessment**, undergraduate course
- 2025 **Lecture: Psychological assessment**, undergraduate course
- 2024 **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. Franz Neyer and Prof. Dr. Janina Bühler
- 2023-2024 **Seminar: Quantitative research methods**, undergraduate course

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

TRAINING

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

Present	Member of the European Association of Personality Psychology (EAPP) and of EAPP's sustainability committee
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Present	Member of the German Psychological Society (DGPs)
Present	Member of the Society for Interpersonal Theory and Research (SITAR)
Present	Member of the Association for Research in Personality (ARP)
2013-2015	Elected member of the Council of Student Representatives , University of Leipzig
2013-2015	Member of the Study Commission , University of Leipzig
2013-2015	Head of local initiative of Studenten Bilden Schüler e.V. (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)

Personality and Social Psychology Bulletin (ad hoc)

Journal of Research in Personality (ad hoc)

Journal of Experimental Social Psychology (ad hoc)

Journal of Nonverbal Behavior (ad hoc)

America Journal of Psychology (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
Detuschlandradio Kultur
Wirtschaftswoche
Maxi Magazin
Elle

PUBLICATIONS

Peer reviewed journal articles:

- Bleckmann, E., **Rau, R.**, Lüdtke, O., & Wagner, J. (in press). How Group Personality Composition Affects Person and Group Outcomes: An Integrative Analysis Using the Group-Actor-Partner-Interdependence Model. *Journal of Personality and Social Psychology*. Retrieved from <https://osf.io/fhcp4>
- Dufner, M., Grapsas, S., & **Rau, R.** (2025). Behavioral and valuation contingency: Why the same dispositions lead to different social evaluations across contexts. *Social Psychological and Personality Science*, 19485506251356006. <https://doi.org/10.1177/19485506251356006>
- Rau, R.***, Schömann, L. M.*, & Grosz, M. P. (2025). People “fake-good” on personality self-reports more strongly in a job context than in a dating context. *Journal of Research in Personality*, 116, 104596. <https://doi.org/10.1016/j.jrp.2025.104596>
*shared first authorship
- Rau, R.**, Grosz, M., & Back, M. D. (2025). A large-scale, gamified online-assessment of first impressions: The Who Knows project. *Behavior Research Methods*, 57(3), 83.
- Scharbert, J., Utesch, K., Reiter, T., ter Horst, J., van Zalk, M., Back, M. D., & **Rau, R.** (2025). 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*, 39(1), 55–69. <https://doi.org/10.1177/08902070241235969>
- Bleckmann, E., **Rau, R.**, Carlson, E., & Wagner, J. (2024). I think you might like me: Emergence and change of meta-liking in initial social interactions. *Journal of Personality and Social Psychology*, 127(4), 901. <https://doi.org/10.1037/pspp0000496>
- Schäpermeier, M., Thielmann, I., & **Rau, R.** (2024). Which Measures of Beliefs About Others’ Prosociality Predict Prosocial Behavior in Economic Games? *Collabra: Psychology*, 10(1), Article 121385. <https://doi.org/10.1525/collabra.121385>
- Kueppers, S., **Rau, R.**, & Scharf, F. (2024). Using Monte Carlo simulation to forecast the scientific utility of psychological app studies: A tutorial. *Multivariate Behavior Research*, 1–15. <https://doi.org/10.1080/00273171.2024.2335411>
- Carlson, E., Elsaadawy, N., Pringle, V., & **Rau, R.** (2024). Individual differences in dissimulation: Do some people make more distinctions among targets’ personalities than others? *Journal of Personality*, 92(5), 1341–1355. <https://doi.org/10.1111/jopy.12893>

- 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, 1044-13. <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., Kueppers, S., Back, M.D., & Grosz, M. P. (2025). *Why observability and evaluativeness explain self-other agreement (and why not always so)*. Conference talk given at the Biannual Meeting of the German Society for Differential and Personality Psychology and Psychological Diagnostics, Kassel, Germany.

Rau, R. (2025). *A Novel Approach to Tackle Both Bias and Accuracy in First Impressions*. Conference talk given at the Biannual Meeting of the German Society for Social Psychology, Bochum, Germany.

Rau., R. (2024). *What contributes to an accurate first impression of someone's personality? A large-scale investigation of the Good Judge, the Good Target, and the Good Trait*. Conference talk given at the Biannual Meeting of the German Society for Psychology, Vienna, Austria.

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.