**CURRICULUM VITAE**

Dr. Richard Rau

Health and Medical University Potsdam

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Web: richrau.github.io

**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 workshopheld 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**

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 dissimilation: 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,* 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>

Maaßen, 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 atthe European Conference on Personality, Zadar, Croatia.