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# Francesca Gino

## Author and Professor

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### Research Interests

I study the psychology behind the decisions we make, to learn how we can thrive at work and better engage with one another.

### Academic Positions

- 2010–present **HARVARD BUSINESS SCHOOL, HARVARD UNIVERSITY** (Boston, MA)  
Professor of Business Administration (2014–Present)  
Negotiation, Organizations & Markets Unit, Harvard Business School  
Unit Head (2018–2021)  
Tandon Family Professor of Business Administration (2014–2023)  
Associate Professor of Business Administration (2010–2014)
- May–Sept 2012 **LONDON BUSINESS SCHOOL** (London, UK)  
Visiting Professor, Organizational Behavior Area
- 2008–2010 **UNIVERSITY OF NORTH CAROLINA** (Chapel Hill, NC)  
Organizational Behavior Unit, Kenan-Flagler Business School  
Assistant Professor of Organizational Behavior  
Willard J. Graham Fellow (2009–2010)
- 2006–2008 **CARNEGIE MELLON UNIVERSITY** (Pittsburgh, PA)  
Organizational Behavior Unit, Tepper School of Business  
Visiting Assistant Professor of Organizational Behavior
- 2004–2006 **HARVARD UNIVERSITY** (Boston, MA)  
Technology & Operations Management Unit, Harvard Business School  
Post-Doctoral Fellow, Senior Researcher and Lecturer

### Education

- 2015 **HARVARD UNIVERSITY** (Boston, MA)  
Master of Arts (Honorary)
- 2001–2004 **SANT'ANNA SCHOOL OF ADVANCED STUDIES** (Pisa, Italy)  
Ph.D. in Economics and Management  
M.S. in Economics and Management
- 2002–2004 **HARVARD UNIVERSITY** (Boston, MA)  
Visiting Fellow
- 1997–2001 **UNIVERSITY OF TRENTO** (Trento, Italy)  
B.A. in Business Economics, Magna Cum Laude

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## Journal Publications

Kurt, D., & Gino, F. (2022). Income Inequality and Consumer Preference for Private Labels versus National Brands. *Journal of the Academy of Marketing Science*. In press.

Collins, H., Dorison, C.A., Minson, J.A., & Gino, F. (2022). Underestimating counterparts' learning goals impairs conflictual conversations. *Psychological Science*. In press.

Abi-Esber, N., Abel, J. E., Schroeder, J., & Gino, F. (2022). "Just letting you know..." Underestimating others' desire for constructive feedback. *Journal of Personality and Social Psychology*. In press.

Tost, L. P., Hardin, A. E., & Gino, F. (2022). Divergent psychological consequences of gender discrimination in the workplace among men and women. *Academy of Management Journal*. In press.

Markowitz, D. M., Boyd, R., Kouchaki, M., Hancock, J. T., & Gino, F. (2022). Authentic first impressions relate to interpersonal, social, and entrepreneurial success. *Social Psychological and Personality Science*. In press.

Stein, D. H., Schroeder, J., Hobson, N. M., Gino, F., & Norton, M. I. (2022). When alterations are violations: Moral outrage and punishment in response to (even minor) alterations to rituals. *Journal of Personality and Social Psychology*. In press.

Markowitz, D. M., Kouchaki, M., Hancock, J. T., & Gino, F. (2021). The deception spiral: Corporate obfuscation leads to perceptions of immorality and cheating behavior. *Journal of Language and Social Psychology*, 40(2), 277-296.

Kim, T., Sezer, O., Schroeder, J., Risen, J., Gino, F., & Norton, M. (2021). Work group rituals enhance the meaning of work. *Organizational Behavior and Human Decision Processes*, 165, 197-212.

Posten, A. C., & Gino, F. (2021). How trust and distrust shape perception and memory. *Journal of Personality and Social Psychology*. 121(1), 43-58.

Lee Cunningham, J., Gino, F., Cable, D., & Staats, B. (2021). Seeing oneself as a valued contributor: Social worth affirmation improves team information sharing. *Academy of Management Journal*, 64(6), 1816-1841.

Chui, C., Kouchaki, M., & Gino, F. (2021). Many others are doing it, so why shouldn't I?: How being in larger competitions leads to more cheating. *Organizational Behavior and Human Decision Processes*. 164, 102-115.

Jami, A., Kouchaki, M., & Gino, F. (2021). I own, so I help out: How psychological ownership increases prosocial behavior. *Journal of Consumer Research*, 47(5), 698-715.

Jachimowicz, J. M., Lee Cunningham, J., Staats, B. R., Gino, F., & Menges, J. I. (2021). Between home and work: Commuting as an opportunity for role transitions. *Organization Science*, 32(1), 64-85.

Lu, J., Lee, J., Gino, F., & Galinsky, A. (2020). Air pollution, state anxiety, and unethical behavior: A meta-analytic review. *Psychological Science*, 31(6), 748-755.

Jeong, M., Minson, J., & Gino, F. (2020). In generous offers I trust: The effect of first-offer value on economically vulnerable behaviors. *Psychological Science*, 31(6), 644-653.

Gino, F., Kouchaki, M., & Casciaro, T. (2020). Why connect? Moral consequences of networking with a promotion or prevention focus. *Journal of Personality and Social Psychology*, 119(6), 1221-1238.

Gino, F., Sezer, O., & Huang, L. (2020). To be or not to be your authentic self? Catering to others' expectations and interests hinders performance. *Organizational Behavior and Human Decision Processes*, 158, 83-100.

Minson, J., Yeomans, M., Collins, H., Chen, F., & Gino, F. (2020). Conversational receptiveness: Improving engagement with opposing views. *Organizational Behavior and Human Decision Processes*, 160, 131-148.

Gino, F., & Kouchaki, M. (2020). Feeling authentic serves as a buffer against rejections. *Organizational Behavior and Human Decision Processes*, 160, 36-50.

- Kristal, A., Whillans, A., Bazerman, M., [Gino, F.](#), Shu, L., Mazar, N., Ariely, D. (2020). Signing at the beginning vs. at the end does not decrease dishonesty. [Proceedings of the National Academy of Sciences](#), 117(13), 7103–7107.
- KC, D., Staats, B. Kouchaki, M., & [Gino, F.](#) (2020). Task selection and workload: A focus on completing easy tasks hurts performance. [Management Science](#), 66(10), 4397-4416.
- Schroeder, J., Rosenblum, M. & [Gino, F.](#) (2020). Tell it like it is: When politically incorrect language promotes authenticity. [Journal of Personality and Social Psychology](#), 119(1), 75–103.
- Amato, C., [Gino, F.](#), Montinari, N., & Sacco, P. L. (2020). Cheating, inequality aversion and appealing to social norms. [Journal of Economic Behavior & Organization](#), 179, 767-776.
- John, L., Jeong, M., [Gino, F.](#), & Huang, L. (2019). The self-presentational consequences of upholding one's stance in spite of the evidence. [Organizational Behavior and Human Decision Processes](#). 154: 1-14.
- Jeong, M., Minson, J., Yeomans, M., & [Gino, F.](#) (2019). Communicating warmth in distributive negotiations is surprisingly counter-productive. [Management Science](#), 65(12), 5813–5837. In press.
- Yeomans, M., Brooks, A.W., Huang, K., Minson, J., & [Gino, F.](#) (2019). It helps to ask: The cumulative benefits of asking follow-up questions. [Journal of Personality and Social Psychology](#), 117(6), 1139-1144.
- Bachiredy, C., Joung, A., John, L., [Gino, F.](#), Tuckfield, B., & Milkman, K. L. (2019). Effect of different financial incentive structures for promoting physical activity among adults: A randomized clinical trial. [JAMA Network Open](#), 2(8), e199863.
- Kouchaki, M., [Gino, F.](#), & Feldman, Y. (2019). The ethical perils of personal, communal relations: A language perspective. [Psychological Science](#), 30(12):1745-1766.
- Lee, J. J., Hardin, H., Parmar, B., & [Gino, F.](#) (2019). The interpersonal costs of dishonesty: How dishonest behavior reduces individuals' ability to read others' emotions. [Journal of Experimental Psychology: General](#), 148(9), 1557–1574.
- Wakeman, W., Moore, C. & [Gino, F.](#) (2019). A counterfeit competence: After threat, cheating boosts one's self-image. [Journal of Experimental Social Psychology](#), 82, 253–265.
- Schroeder, J., Risen, J., [Gino, F.](#), & Norton, M. I. (2019). Handshaking promotes dealmaking by signaling cooperative intent. [Journal of Personality and Social Psychology](#), 116(5), 743–768.
- Blunden, H., Logg, J., Brooks, A.W., John, L., & [Gino, F.](#) (2019). Seeker beware: The costs of ignoring advice. [Organizational Behavior and Human Decision Processes](#), 150, 83–100.
- Tian, D. A., Schroeder, J., Haubl, G., Risen, J., Norton, M. I., & [Gino, F.](#) (2018). Enacting rituals to improve self-control. [Journal of Personality and Social Psychology](#), 114(6), 851–876.
- Schaerer, M., Tost, L. P., Huang, L., [Gino, F.](#), & Larrick, R. P. (2018). Advice giving: A subtle pathway to power. [Personality and Social Psychology Bulletin](#), 44(5), 746–761.
- Kurt, D., Inman, J., & [Gino, F.](#) (2018). Religious shoppers spend less money. [Journal of Experimental Social Psychology](#), 78, 116–124.
- Zhang, T., [Gino, F.](#), & Margolis, J. (2018). Does “could” lead to good? On the road to moral insight. [Academy of Management Journal](#), 61(3), 857–895.
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- Lu, J. G., Lee, J. J., [Gino, F.](#), & Galinsky, A. D. (2018). Polluted morality: Air pollution predicts criminal activity and unethical behavior. [Psychological Science](#), 29(3), 340–355.
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- Bellezza, S., Ackerman, J. M., & Gino, F. (2017). “Be careless with that!” Availability of product upgrades increases cavalier behavior toward possessions. *Journal of Marketing Research*, 54(5), 768–784.
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- Kouchaki, M., & Gino, F. (2016). Memories of unethical actions become obfuscated over time. *Proceedings of the National Academy of Sciences*, 113(22), 6166–6171.
- Henrik, S. H., Gino, F., & Piovesan, M. (2016). Cognitive fatigue influences students' performance on standardized tests. *Proceedings of the National Academy of Sciences*, 113(10), 2621–2624.
- Sezer, O., Norton, M. I., Gino, F., & Vohs, K. D. (2016). Family rituals improve the holidays. *Journal of the Association for Consumer Research*, 1(4), 509–526.
- Brooks, A.W., Schroeder, J., Risen, J., Gino, F., Galinsky, A., Norton, M. I., & Schweitzer, M. (2016). Don't stop believing: Rituals improve performance by decreasing anxiety. *Organizational Behavior and Human Decision Processes*, 137, 71–85.
- Gino, F., Norton, M. I., & Weber, R. A. (2016). Motivated Bayesians: Feeling moral while acting egoistically. *Journal of Economic Perspectives*, 30(3), 189–212.
- Sezer, O., Zhang, T., Gino, F., & Bazerman, M. (2016). Overcoming the outcome bias: Making intentions matter. *Organizational Behavior and Human Decision Processes*, 137, 13–26.
- Hildreth, J. A. D., Gino, F., & Bazerman, M. (2016). Blind loyalty? How group loyalty makes us see evil or engage in it. *Organizational Behavior and Human Decision Processes*, 132, 16–36.

- Gino, F., Wilmut, C., & Brooks, A. W. (2015). Compared to men, women view professional advancement as equally attainable, but less desirable. *Proceedings of the National Academy of Sciences*, 112(40), 12354–12359.
- Gino, F., Kouchaki, M., & Galinsky, A. D. (2015). The moral virtue of authenticity: How inauthenticity produces feelings of immorality and impurity. *Psychological Science*, 26(7), 983–996.
- Chance, Z., Gino, F., Norton, M. I., & Ariely, D. (2015). The slow decay and quick revival of self-deception. *Frontiers in Psychology*, 6 (Art 1075), 1–6.
- Lee, J. J., Gino, F., Shu Jin, E., Rice, L. K., & Josephs, R. A. (2015). Hormones and ethics: Understanding the biological basis of unethical conduct. *Journal of Experimental Psychology: General*, 144(5), 891–897.
- Cavanaugh, L. A., Gino, F., & Fitzsimons, G. J. (2015). When doing good is bad in gift-giving: Mis-predicting appreciation of socially-responsible gifts. *Organizational Behavior and Human Decision Processes*, 131, 178–189.
- Huang, L., Gino, F., & Galinsky, A. D. (2015). The highest form of intelligence: Sarcasm increases creativity through abstract thinking for both expressers and recipients. *Organizational Behavior and Human Decision Processes*, 131, 162–177.
- Zhang, T., Fletcher, P. O., Gino, F., & Bazerman, M. (2015). Reducing bounded ethicality: How to help individuals notice and avoid unethical behavior. *Organizational Dynamics*, 44, 310–317.
- Gino, F. (2015). Understanding ordinary unethical behavior: Why people who value morality act immorally. *Current Opinion in Behavioral Sciences*, 3, 107–111.
- Sezer, O., Gino, F., & Bazerman, M. H. (2015). Ethical blind spots: Explaining unintentional unethical behavior. *Current Opinion in Psychology*, 6, 77–81.
- Ayal, S., Gino, F., Barkan, R., & Ariely, D. (2015). Three principles to REVISE people's unethical behavior. *Perspectives on Psychological Science*, 10(6), 738–741.
- Kouchaki, M., & Gino, F. (2015). Dirty deeds unwanted: The use of biased memory processes in the context of ethics. *Current Opinion in Psychology*, 6, 82–88.
- Moore, C., & Gino, F. (2015). Approach, ability, aftermath: A psychological framework of unethical behavior at work. *Academy of Management Annals*, 9, 235–289.
- Lee, J. J., & Gino, F. (2015). Poker-faced morality: Concealing emotions leads to utilitarian decision-making. *Organizational Behavior and Human Decision Processes*, 126, 49–64.
- Blake, P. R., Piovesan, M., Montinari, N., Werneken, F., & Gino, F. (2015). Prosocial norms in the classroom: The role of self-regulation in following norms of giving. *Journal of Economic Behavior & Organization*.  
Special issue: "Behavioral Economics of Education," 115(issue C), 18–29.
- Brooks, A. W., Gino, F., & Schweitzer, M. (2015). Smart people ask for (my) advice: Seeking advice boosts perceptions of competence. *Management Science*, 61(6), 1421–1435.
- Shalvi, S., Gino, F., Barkan, R., & Ayal, S. (2015). Self-serving justifications: Doing wrong and feeling moral. *Current Directions in Psychological Science*, 24(2), 125–130.
- Zhang, T., Gino, F., & Bazerman, M. H. (2014). Morality rebooted: Exploring simple fixes to our moral bugs. *Research in Organizational Behavior*, Volume 34, 63–79.
- Kouchaki, M., Oveis, C., & Gino, F. (2014). Guilt enhances the sense of control and drives risky judgments. *Journal of Experimental Psychology: General*, 143(6), 2103–2110.
- Casciaro, T., Gino, F., & Kouchaki, M. (2014). The contaminating effects of building instrumental links: How networking can make us feel dirty. *Administrative Science Quarterly*, 59(4), 705–735.  
This paper won the AOM OB Division's Outstanding Publication Award

- Zhang, T., Tami, K., Brooks, A., [Gino, F.](#), & Norton, M. (2014). A “present” for the future: The unexpected value of rediscovery. [Psychological Science](#), 25(10), 1851–1860.
- [Gino, F.](#) & Wiltermuth, S. (2014). Evil genius? How dishonesty can lead to greater creativity. [Psychological Science](#), 25(4), 973–981.
- Lee, J. J., [Gino, F.](#), & Staats, B. (2014). Rainmakers: Why bad weather means good productivity. [Journal of Applied Psychology](#), 99(3), 504–513.
- Bellezza, S., [Gino, F.](#), & Keinan, A. (2014). The red sneakers effect: Inferring status and competence from signals of nonconformity. [Journal of Consumer Research](#), 41(1), 35–54.
- Kouchaki, M., [Gino, F.](#), & Jami, A. (2014). The burden of guilt: Heavy backpacks, light snacks, and enhanced morality. [Journal of Experimental Psychology: General](#), 143(1), 414–424.
- Norton, M., & [Gino, F.](#) (2014). Rituals alleviate grieving for loved ones, lovers, and lotteries. [Journal of Experimental Psychology: General](#), 143(1), 266–272.
- Shaw, A., Montinari, N., Piovesan, M., Olson, K. R., [Gino, F.](#), & Norton, M. I. (2014). Children develop a veil of fairness. [Journal of Experimental Psychology: General](#), 143(1), 363–375.
- [Gino, F.](#), & Mogilner, C. (2014). Time, money, and morality. [Psychological Science](#), 25(2), 414–421.
- Bazerman, M. H., [Gino, F.](#), Shu, L. L., & Tsay, C. (2013). The power of the cognition/emotion distinction for morality. [Emotion Review](#), 6(1), 87–88.
- Ruedy, N. E., Moore, C., [Gino, F.](#), & Schweitzer, M. (2013). The cheater’s high: The unexpected affective benefits of unethical behavior. [Journal of Personality and Social Psychology](#), 105(4), 531–548.
- Swift, S. A., Moore, D. A., Sharek, Z., & [Gino, F.](#) (2013). Inflated applicants: Attribution errors in performance evaluation by professionals. [PLoS ONE](#), 8(7), e69258.
- Vohs, K., Wang, Y., [Gino, F.](#), & Norton, M. (2013). Rituals enhance consumption. [Psychological Science](#), 24(9), 1714–1721.
- Cable, D. M., [Gino, F.](#), & Staats, B. (2013). Breaking them in or eliciting their best? Reframing socialization around newcomers’ authentic self-expression. [Administrative Science Quarterly](#), 58(1), 1– 36.  
This paper won the AOM OB Division’s Outstanding Publication Award
- [Gino, F.](#), Krupka, E., & Weber, R. (2013). License to cheat: Voluntary regulation and ethical behavior. [Management Science](#), 59(10), 2187–2203.
- [Gino, F.](#), Ayala, S., & Ariely, D. (2013). Self-serving altruism? The lure of unethical actions that benefit others. [Journal of Economic Behavior and Organization](#). Special Issue: “Deception, Incentives and Behavior,” 93, 285–292.  
This paper won the Emerald Citations of Excellence Award for 2016.
- Moore, C., & [Gino, F.](#) (2013). Ethically adrift: How others pull our moral compass from true north, and how we can fix it. [Research in Organizational Behavior](#), 33, 53–77.
- Wiltermuth, S., & [Gino, F.](#) (2013). “I’ll have one of each”: How separating rewards into (meaningless) categories increases motivation. [Journal of Personality and Social Psychology](#), 104(1), 1–13.
- KC, D., Staats, B., & [Gino, F.](#) (2013). Learning from my successes and from others’ failures: Evidence from minimally invasive cardiac surgery. [Management Science](#), 59(11), 2435–2449.
- Tost, L. P., [Gino, F.](#), & Larrick, R. (2013). When power makes others speechless: The negative impact of leader power on team performance. [Academy of Management Journal](#), 56(5), 1465–1486.
- Simonsohn, U., & [Gino, F.](#) (2013). Daily Horizons: Evidence of narrow bracketing in judgments from 9000 MBA admission interviews. [Psychological Science](#), 24(2), 219–224.

- Shu, L., Mazar, N., [Gino, F.](#), Ariely, D. & Bazerman, M. (2012). Signing at the beginning makes ethics salient and decreases dishonest self-reports in comparison to signing at the end. [Proceedings of the National Academy of Sciences](#), 109(38), 15197–15200.
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- Shu, L., & [Gino, F.](#) (2012). Sweeping dishonesty under the rug: How unethical actions lead to forgetting of moral rules. [Journal of Personality and Social Psychology](#), 102(6), 1164–1177.
- [Gino, F.](#) & Desai, S. (2012). Memory lane and morality: How childhood memories promote prosocial behavior. [Journal of Personality and Social Psychology](#), 102(4), 743–758.
- [Gino, F.](#), & Ariely, D. (2012). The dark side of creativity: Original thinkers can be more dishonest. [Journal of Personality and Social Psychology](#), 102(3), 445–459.
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- Staats, B., & [Gino, F.](#) (2012). Specialization and variety in repetitive tasks: Evidence from a Japanese bank. [Management Science](#), 58(6), 1141–1159.
- Gardner, H., [Gino, F.](#) & Staats, B. (2012). Dynamically integrating knowledge in teams: A resource-based view of team performance. [Academy of Management Journal](#), 55(4), 998–1022.
- Tost, L. P., [Gino, F.](#), & Larrick, R. (2012). Power, competitiveness, and advice taking: Why the powerful don't listen. [Organizational Behavior and Human Decision Processes](#), 117(1), 53–65.
- Larkin, I., Pierce, L., & [Gino, F.](#) (2012). The psychological costs of pay-for-performance: Implications for the strategic compensation of employees. [Strategic Management Journal](#), 33(10), 1194–1214.
- Malhotra, D. & [Gino, F.](#) (2011). The pursuit of power corrupts: How investing in outside options motivates opportunism in relationships. [Administrative Science Quarterly](#). Special issue: "Social Psychological Perspectives on Power and Hierarchy," 56(4), 559–592.
- Miron-Spektor, E., [Gino, F.](#), & Argote, L. (2011). Paradoxical frames and creative sparks: Enhancing individual creativity through conflict and integration. [Organizational Behavior and Human Decision Processes](#), 116(2), 229–240.  
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- [Gino, F.](#), & Flynn, F. (2011). Give them what they want: The benefits of explicitness in gift exchange. [Journal of Experimental Social Psychology](#), 47(5), 915–922.
- [Gino, F.](#), Schweitzer, M., Mead, N., & Ariely, D. (2011). Unable to resist temptation: How self-control depletion promotes unethical behavior. [Organizational Behavior and Human Decision Processes](#), 115(2), 191–203.
- [Gino, F.](#), & Margolis, J. (2011). Bringing ethics into focus: How regulatory focus and risk preferences influence (un)ethical behavior. [Organizational Behavior and Human Decision Processes](#), 115(2), 145–156.
- Chance, Z., Norton, M., [Gino, F.](#), & Ariely, D. (2011). Temporal view of the costs and benefits of self-deception. [Proceedings of the National Academy of Sciences](#), 108(3), 15655–15659.
- Caruso, E. M., & [Gino, F.](#) (2011). Blind ethics: Closing one's eyes polarizes moral judgments and discourages dishonest behavior. [Cognition](#), 118(2), 280–285.
- [Gino, F.](#), Sharek, Z., & Moore, D. A. (2011). Keeping the illusion of control under control: Ceilings, floors, and imperfect calibration. [Organizational Behavior and Human Decision Processes](#), 114(2), 104–114. An abstract of this paper was published in *Advances in Consumer Research*, 2008.

- Shu, L., Gino, F., & Bazerman, M. (2011). Dishonest deed, clear conscience: When cheating leads to moral disengagement and motivated forgetting. *Personality and Social Psychology Bulletin*, 37(3), 330–349.
- Grant, A., Gino, F., & Hofmann, D. (2011). Reversing the extraverted leadership advantage: The role of collective employee proactivity. *Academy of Management Journal*, 54(3), 528–550.
- Bazerman, M. H., Gino, F., Shu, L. L., & Tsay, C. (2011). Joint evaluation as a real-world tool for managing emotional assessment of morality. *Emotion Review*, 3(3), 290–292. Special issue: “Morality and Emotion.”
- Gino, F., Argote, L., Miron-Spektor, E., & Todorova, G. (2010). First, get your feet wet: The effects of learning from direct and indirect experience on team creativity. *Organizational Behavior and Human Decision Processes*, 111(2), 102–115.
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This article won the 2021 Warren Bennis Prize, which honors Bennis’s legacy by recognizing the best HBR article on leadership of the year, and was shortlisted for the McKinsey Award, for the best HBR article demonstrating practical and groundbreaking management thinking.

This article also won the 2021 “Outstanding Practitioner-Oriented Publication in OB” Award from the Organizational Behavior Division of the Academy of Management.

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## Books

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[Gino, F.](#) (2013). *Sidetracked: Why Our Decisions Get Derailed and How We Can Stick to the Plan*. Harvard Business Review Press, Boston, MA.  
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Gino, F., & Pisano, G. (2022). "Strategic Agility: Lessons from Jazz." Harvard Business School Multimedia/Video Case 922-704.

Jachimowicz, J. M., & Gino, F. (2021). "Sarah Robb O'Hagan: The Rocky Road of Passion." Harvard Business School Case 422-055.

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[Gino, F.](#), Pisano, G., & Rohe, A. (2020). "Pal's Sudden Service—Scaling an Organizational Model to Drive Growth." Harvard Business School Teaching Plan 921-031.

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[Gino, F.](#) & Huizinga, J. (2020). "Judge Roy K. Altman: Presiding over the 'Heart and Lungs' of Democracy." Harvard Business School Case 921-002.

[Gino, F.](#) & Huizinga, J. (2020). "The Second City: The Future of 'Yes, and...'" Harvard Business School Case 921-007.

[Gino, F.](#) & Huizinga, J. (2020). "Steve Kerr: Coaching the Golden State Warriors to Joy, Compassion, Competition, and Mindfulness." Harvard Business School Case 921-001.

[Gino, F.](#), Minson, J. A. & Huizinga, J. (2020). "Better Angels: A Grassroots Effort to Depolarize American Politics." Harvard Business School Case N9-920-054.

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- [Gino, F.](#), & Staats, B. (2011). "Samasource: Give Work, Not Aid." Harvard Business School Case 9-912-011.
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- [Gino, F.](#), Dessain, V., Misztal, K., & Khayyat, M. (2012). "Poles Apart on PZU (A), (B) & (C)." Harvard Business School Case 9-912-013, 9-912-014, & 9-912-015.
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- [Gino, F.](#), Toffel, M. W., & Van Sice, S. (2011). "Fiji Water: Carbon Negative?" Harvard Business School Case 9- 611-049.
- [Gino, F.](#), & Toffel, M. W. (2011). "Fiji Water." Harvard Business School Teaching Note 9-611-050.
- Gavetti, G. & [Gino, F.](#) (2011). "The Future of BioPasteur." Harvard Business School Exercise 711-508.
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- [Gino, F.](#), & Pisano, G. (2005). "Ducati Corse: The Making of a Grand Prix Motorcycle." Harvard Business School Case 605-090.
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- [Gino, F.](#), & Pisano, G. (2006). "Teradyne Corporation: The Jaguar Project TN." Harvard Business School Teaching Note 606-138.
- Bowen, K., & [Gino, F.](#) (2006). "Whitesides Lab." Harvard Business School Case 606-064.
- [Gino, F.](#), & Pisano, G. (2006). "Vertex Pharmaceuticals: R&D Portfolio Management (B) & (C)." Harvard Business School Supplement 606-116 & 606-117.
- [Gino, F.](#), & Pisano, G. (2006). "Vertex Pharmaceuticals: R&D Portfolio Management (A), (B) and (C) TN." Harvard Business School Teaching Note 606-145.

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## Conference Presentations

**I regularly present my work at the following conferences**

Academy of Management  
Association for Consumer Research  
Association for Psychological Science  
Behavioral Decision Research in Management  
European Association of Social Psychology  
INGRoup  
International Association for Conflict Management  
Positive Organizational Scholarship Research Conference  
Society for Consumer Psychology  
Society for Judgment and Decision Making  
Society of Personality and Social Psychology

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## Invited Seminars

**Over the last few years, I gave talks at various schools, including:**

Anderson School of Management, University of California in Los Angeles; Booth School of Business, University of Chicago; Boston College; Carlson School of Management, University of Minnesota; Center for Behavioral Decision Research, Carnegie Mellon University; Columbia Business School, New York University; Cornell University; Darden School of Business, University of Virginia; David Eccles School of Business, University of Utah; Duke University, Psychology Department; Eller College of Management, University of Arizona; Fisher College of Business, Ohio State University; Foster School of Business, University of Washington; Fuqua School of Business, Duke University; Georgetown University; Goizueta Business School, Emory University; Graduate School of Business, Stanford University; Haas School of Business, University of California, Berkeley; Harvard Business School; Harvard Kennedy School; Harvard University Psychology Department; INSEAD, Fontainebleau (France); Jones Graduate School of Business, Rice University; Kellogg School of Management, Northwestern University; Kenan-Flagler Business School, University of North Carolina; London Business School; Marriott School, Brigham Young University; Marshall School of Business, University of Southern California; Mays Business School, Texas A&M University; McCombs School of Business, University of Texas; Olin School of Business, Washington University in St. Louis; Paduano Seminar Series on Business Ethics, Stern School of Business, NYU; Recanatani Graduate School of Management, Tel Aviv University; Robert H. Smith School of Business, University of Maryland; Rotman School of Management, University of Toronto; Rotterdam School of Management, Erasmus University; School of Management, Boston University; Sloan School of Management, MIT; Stephen M. Ross School of Business, University of Michigan; Stern School of Business, NYU; Tuck School of Business, Dartmouth College; Universitat Pompeu Fabra, Barcelona; University of Amsterdam; University of California, San Diego; University of Virginia Psychology Department; Wharton School, University of Pennsylvania; Yale School of Management, Yale University; Yale University Psychology Department

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## Honors and Awards

2022 Harvard Business School Wyss Awards for Excellence in Mentoring

2021 Thinkers50 Ranked Thinker Award

2019 Thinkers50 Ranked Thinker Award and Thinkers50 Talent Award

2017 Thinkers50 Ranked Thinker Award and Thinkers50 Radar Award

2017 Greenhill Award in recognition of individuals at Harvard Business School whose work on behalf of the school and its mission is exemplary

2017 ASFOR Award Best Under-40 Italian Professors, Associazione Italiana per la Formazione Manageriale

2016 Fellow, Association for Psychological Science

2015 World's 40 Best Business School Professors Under 40, Poets and Quants

2015 Harvard Business School Class of 2015 Faculty Award for Outstanding Teaching

2015 Charles M. Williams Award in recognition of remarkable teaching in the MBA Program at Harvard Business School

2015 AOM OB Division's Outstanding Publication Award, for the best paper published during 2014

2015 Best Student-Led Conference Paper Award at the 2015 IACM Conference

2014 Giovane Promessa ("Promising Youth"), General Consulate of Italy in Boston.  
This award is given annually in recognition of outstanding achievements by a professional under 40.

2014 Smith School 2013-2014 ADVANCE Distinguished Woman Scholar, awarded by UMD-NSF ADVANCE Program for Inclusive Excellence

2014 AOM OB Division's Outstanding Publication Award, for the best paper published during 2013

2013 Top 100 Under-50 Diverse Emerging Leaders for 2013, Diversity MBA Magazine's 7th Annual Exclusive List.

2013 Cummings Scholarly Achievement Award, Academy of Management Organizational Behavior Division.

2008 Best Paper Award, Conflict Management Division of the Academy of Management

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## Teaching Experience

### **MBA Level**

Inclusive Leadership  
Negotiation  
Leading Difference  
Groups and Teams in Organizations  
Business Ethics  
Winning Collaborations

### **Undergraduate Level**

Negotiation  
Groups and Teams in Organizations  
Organizational Behavior

### **Doctoral Level**

Micro-theories in Organizational Behavior  
Experimental Methods  
Behavioral Approaches to Decision Making  
Individual Behavior in Organizations

### **Executive Education**

Strategic Agility  
Inclusive Leadership  
Communicating for Impact  
Behavioral Economics  
Collaborations that last  
Conflict resolution  
Decision Making  
Driving profitable growth  
Influence and persuasion  
Leading teams  
Leadership and talent management  
Negotiation and deal making



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## Advising

### Dissertation committees

Jeff Steiner, OB (co-chair; 2023)  
Nicole Abi-Esber, Harvard Business School, OB (2023)  
Hayley Blunden, Harvard Business School, OB (chair; 2020)  
Jeffrey Lees, Harvard Business School, OB (chair; 2020)  
Martha Jeong, Harvard Business School, OB (chair; 2019)  
Paul Green, Harvard Business School, Management DBA (chair; 2018)  
Jackson Lu, Columbia University, OB (2018)  
Lisa Kwan, Harvard Business School, OB (2017)  
Ovul Sezer, Harvard Business School, OB (co-chair; 2017)  
Rachel Arnett, Harvard Business School, OB (2017)  
Andrew Brodsky, Harvard Business School, OB (2017)  
Pinar Fletcher, Harvard Business School, OB (2016)  
Ting Zhang, Harvard Business School, OB (chair; 2015)  
Julia Lee, Kennedy School of Government, Harvard University (chair; 2014)  
Silvia Bellezza, Harvard Business School, marketing (2015)  
Johanna Mollerstrom, Economics Department, Harvard University (2013)  
Melissa Valentine, Harvard Business School, OB (2013)  
Sean Martin, Cornell University, Management and Organizations (2013)  
Catherine Shea, Duke University (2013)  
Laura Brandimarte, Carnegie Mellon University Heinz College (2012)  
Maryam Kouchaki, University of Utah, Organizational Behavior (2012)  
Lisa Shu, Harvard Business School, OB/Soc. Psych (2012)  
Zach Sharek, Carnegie Mellon University (2012)  
Zoë Chance, Harvard Business School, Marketing (2011)  
David Remund, UNC School of Journalism (2011)  
Joseph Radzevick, Carnegie Mellon University (2011)  
Tina Juillerat, UNC Organizational Behavior (co-chair; 2010)  
Kimberly Ling, Carnegie Mellon University Organizational Behavior (2009)

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## University Service

### Harvard Business School

Research coach (2014–2018)  
Member, Subcommittee on the Degree of Doctor of Philosophy in Organizational Behavior (2012–2015)  
Member, HBS Doctoral Program Review Committee (2011–2013)  
Member, Organizational Behavior Doctoral Policy and Admissions Committee (2011–present)  
Member, Organizational Behavior Doctoral Program comps committee (2011–present)  
Member, NOM unit recruiting committee (2010–present)  
Co-coordinator, NOM seminar series (2011–2015)  
Honor thesis advisor, Harvard College (2010–present)  
Honor thesis reader, Harvard College (2012–present)

### University of North Carolina

Coordinator, OB seminar series (2008–2010)  
Co-coordinator, Behavioral Laboratory (2008–2010)  
Coordinator, paid subject pool (2008–2010)  
Coordinator, credit subject pool (2008–2010)  
Director and founder, Center for Decision Research (2008–2010)  
Member, recruiting committee (2008–2010)  
Summer papers reader (2009–2010)  
Honor thesis advisor (2008–2010)  
Honor thesis reader (2008–2010)  
Interviewer, BSBA admissions (2008–2010)

### **Carnegie Mellon University**

Co-coordinator, Center for Behavioral Decision Research (CBDR) seminar series (2006–2008)

Co-coordinator, OB subject pool for credit (2006–2008)

Co-coordinator, paid subject pool (2006–2008)

Manager, CBDR (2006–2008)

Summer papers reader (2006–2008)

Honor thesis advisor (2006–2008)

Honor thesis reader (2006–2008)

### **Harvard Business School**

Organizer and Coordinator, Behavioral Operations seminar series (2004–2006)

Coordinator, Behavioral Operations Initiative (2004–2006)

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## **Professional Activities**

### **Editor:**

Organizational Behavior and Human Decision Processes (Dec. 2016–2019)

### **Associate editor:**

Management Science, Judgment and Decision Making Department (2012–2018)

Organizational Behavior and Human Decision Processes (2012–2015)

Academy of Management Annals (2013–2015)

Current Opinion in Psychology, special issue on morality (2015)

### **Editorial board member:**

Academy of Management Journal (2011–2018)

Administrative Science Quarterly (2014–2016)

Organizational Behavior and Human Decision Processes (2010–2012 & 2020–2023)

Organization Science (2013–2023)

Journal of Personality and Social Psychology: Attitudes & Social Cognition (2013–2018 & 2020–2023)

### **Ad-hoc reviewing for journals:**

I regularly review papers for journals in both Psychology and Management, including: Acta Psychologica; Academy of Management Journal; Academy of Management Review; Administrative Science Quarterly; Cognition; Current Directions in Psychological Science; Organizational Behavior and Human Decision Processes; Organization Science; Management Science; Journal of Applied Psychology; Journal of Behavioral Decision Making; Journal of Experimental Psychology: Applied; Journal of Experimental Psychology: General; Journal of Experimental Social Psychology; Journal of Personality and Social Psychology; Personality and Social Psychology Bulletin; Proceedings of the National Academy of Sciences; Psychological Science

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## **Professional Affiliations**

Behavioral Insight Group, Harvard Kennedy School (2013–present)

Ethical Systems.org, invited academic and committee member (2013–present)

Foundations of Human Behavior Initiative at Harvard (2014–present)

Ideas 42 (2010–present)

Mind, Brain, Behavior Initiative at Harvard (2010–present)

Program on Negotiation, Harvard Law School (2010–present)

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## **Professional Memberships**

Academy of Management (2004–present)

American Psychological Association (2009–present)

Association for Psychological Science (2008–present)

Association for Consumer Research (2010–present)

International Association for Conflict Management (2007–present)

Society of Judgment and Decision Making (2004–present)

Society of Personality and Social Psychology (2008–present)

American Economic Association (2014–present)

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## Press Coverage

**My work has been covered in various media outlets including:**

The Atlantic, The Boston Globe, The Boston Herald, Business Week, The Christian Science Monitor, Cosmopolitan, The Economist, Fast Company, The Financial Times, Huffington Post, Harper's, Inc. Magazine, National Public Radio, Newsweek, Knowledge@Wharton, The Pittsburgh Post-Gazette, Psychology Today, Science Daily, Scientific American, Time Magazine, The Wall Street Journal, and USA Today. My work on the "counterfeit self" was featured in the 9th annual "year in ideas" issue of The New York Times Magazine.