

KELLY A. NAULT

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ACADEMIC POSITIONS

2022 – | Assistant Professor, Organisational Behaviour and Human Resources;
| IE Business School

EDUCATION

2022 | INSEAD; PhD in Management (Organisational Behaviour)
2019 | INSEAD; M.S. in Management, Psychology & Behavioural Science
disciplinary track
2014 | American University of Paris; B.A. in Psychology, minor in
Comparative Literature

RESEARCH INTERESTS

Person Perceptions, Stereotypes and Discrimination, Social Decision Making, Hierarchy

TEACHING INTERESTS

Organizational Behaviour, Power & Influence, Leadership, Negotiations

AWARDS & HONORS

2021 | *Academy of Management Annals* Best Paper Award, 2020
2021 | Academy of Management Organizational Behavior Doctoral
Consortium, Attendee
2021 | IACM Three Minute Thesis (3MT) Competition, Finalist
2020 | Best Paper Proceedings (awarded to ~10% of papers), Academy of
Management
2017 | Full PhD scholarship and tuition waiver, INSEAD

ACADEMIC PUBLICATIONS

Peer-Reviewed Journal Articles

- 2022 | Nault, K. A., & Thau, S. Professions, honesty, and income. *Current Opinion in Society*
- 2020 | Nault, K. A., Pitesa, M., & Thau, S. The attractiveness advantage at work: A cross-disciplinary integrative review. *Academy of Management Annals*
**Best Paper Award, *Academy of Management Annals*, 2020
- 2020 | Nault, K. A., Rogers, B. A., Sezer, O., & Klein, N. Behavioral insights for minimizing loneliness during the COVID-19 pandemic. *Behavioural Science & Policy*
- 2017 | Jackson, B., Nault, K., Smart Richman, L., LaBelle, O., Rohleder, N. Does that pose become you? Testing the effect of body postures on self-concept. *Comprehensive Results in Social Psychology*
- 2017 | Kai J. Jonas, Joseph Cesario, Madeliene Alger, April H. Bailey, Dario Bombari, Dana Carney, John F. Dovidio, Sean Duffy, Jenna A. Harder, Dian van Huistee, Benita Jackson, David J. Johnson, Victor N. Keller, Lukas Klaschinski, Onawa LaBelle, Marianne LaFrance, Ioana M. Latu, Margot Morssinkhoff, Kelly Nault, Vaani Pardal, Caroline Pulfrey, Nicolas Rohleder, Richard Ronay, Laura Smart Richman, Marianne Schmid Mast, Konrad Schnabel, Michaela Schröder-Abé, Josh M. Tybur. Power poses – where do we stand? *Comprehensive Results in Social Psychology*

PRACTITIONER PUBLICATIONS

- 2021 | Sezer, O., Nault, K. A., & Klein, N. Don't underestimate the power of kindness at work. *Harvard Business Review*

CONFERENCES AND PRESENTATIONS (*presented by co-author)

- 2022 | Norm violations, transgressor status, and punishment intentions: A meta-analysis and experiment. *Academy of Management Annual Meeting*

- 2022 The social perception of virtue signaling. Academy of Management Annual Meeting
- 2022 It's the journey, not just the destination: Conveying interpersonal warmth in written introductions. Symposium on *Are you kind, a big deal, or kind of a big deal? The role of communication in impression management*. International Association for Conflict Management Annual Meeting
- 2022 It's the journey, not just the destination: Conveying interpersonal warmth in written introductions. INSEAD-Wharton PhD Consortium
- 2022 The social perception of virtue signaling. Society for Personality and Social Psychology Annual Meeting (Poster)
- 2021 It's the journey, not the destination: Process-oriented introductions increase warmth and preserve competence. Symposium on *Putting your best foot forward: Understanding missteps and misperceptions in impression management*. Academy of Management Annual Meeting
- 2021 Can you (or someone you know) help me? Making a generalized help-request to mitigate referral aversion. Symposium on *Biases in Social Networks: Misperceptions Driving Behaviors and Outcomes*. Academy of Management Annual Meeting*
- 2021 From boasting to boosting: Positive consequences for observers of high-rank braggarts. International Association for Conflict Management Annual Meeting
- 2021 It's the journey, not the destination: Process-oriented introductions increase warmth and preserve competence. Society for the Science of Motivation Annual Meeting
- 2021 The bragging boost: Positive consequences for observers of high-rank braggarts. Society for Personality and Social Psychology Annual Meeting (Poster)
- 2020 The bragging boost: Positive consequences for observers of high-rank braggarts. INSEAD-Wharton PhD Consortium
- 2020 The bragging boost: Positive consequences for observers of high-rank braggarts. Academy of Management Annual Meeting
- 2020 The bragging boost: Positive consequences for observers of high-rank braggarts. Frontiers in Managerial and Organizational Cognition

2019	Norm Violations and status specific punishment. INSEAD-Wharton PhD Consortium, Philadelphia
2017	Expand your body, expand your mind: Perceived expanded body postures increase psychological flexibility. Association for Psychological Science, Boston (Poster)*
2017	So you think you can pose? Experimental evidence for effects of mismatch in assignment v. interpretation of body posture on cortisol. Society for Personality and Social Psychology, San Antonio (Poster)
2017	That pose becomes you: Effect of body postures on self-concept size. Panel on “ <i>Special issue of CRSP on power poses: What was learned?</i> ” Society for Personality and Social Psychology, San Antonio
2016	So you think you can pose? Experimental evidence for effects of mismatch in assignment v. interpretation of body posture on cortisol. New England Psychological Association, Worcester
2016	That pose becomes you: Effect of body postures on self-concept size. Celebrating Collaborations, Northampton

TEACHING EXPERIENCE

Teaching Assistant, INSEAD

2021	Paths to Power (MBA elective), Professor Andy Yap
2020	Power & Politics (MBA elective), Professor Andy Yap

Guest Lecturer

2019	Using RMarkdown, in Experimental Design (PhD elective), Professor Stefan Thau
2021	The Challenges of Meta-Analysis, in Experimental Design (PhD elective), Professor Stefan Thau

Course Preparation

2020	Executive Leadership Course (Executive education), Professor Andy Yap
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PROFESSIONAL MEMBERSHIPS

2021	International Association for Conflict Management
2021	Society for the Science of Motivation
2018	Academy of Management
2017	Association for Psychological Science
2016	Society for Personality and Social Psychology

PROFESSIONAL SERVICE

Journal Ad-Hoc Reviewer

Organizational Behavior and Human Decision Processes
PLOS One
Cognition and Emotions

Journal Co-Reviewer

Basic and Applied Social Psychology
Personality and Social Psychology Bulletin

TECHNICAL SKILLS

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Stata
Python