

**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 | Dissertation Research Award, American Psychological Association  
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
- 2014 | Summa cum laude, American University of Paris

## ACADEMIC PUBLICATIONS

### *Peer-Reviewed Journal Articles*

- 2023 | Nault, K. A., Sezer, O., & Klein, N. It's the journey, not just the destination: Conveying interpersonal warmth in written introductions. *Organizational Behavior and Human Decision Processes*
- 2022 | Nault, K. A., & Thau, S. Professions, honesty, and income. *Current Opinion in Psychology*
- 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 Bombardi, 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)

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| 2023 | Perceiving status through different cultural lenses. Symposium on <i>New perspectives on migration and multiculturalism in organizations</i> . Academy of Management Annual Meeting*  |
| 2023 | Please Apologize! The Negative Consequences of Soliciting Apologies. Academy of Management Annual Meeting*  |
| 2023 | Please Apologize! The Negative Consequences of Soliciting Apologies. International Association for Conflict Management Annual Meeting*  |
| 2023 | Network versus Expertise: The Effect of One's Path to Power on Conformity Behavior. International Association for Conflict Management Annual Meeting  |
| 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 <i>Are you kind, a big deal, or kind of a big deal? The role of communication in impression management</i> . 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 <i>Putting your best foot forward: Understanding missteps and misperceptions in impression management</i> . 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 <i>Biases in Social Networks: Misperceptions Driving Behaviors and Outcomes</i> . 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 "*Special issue of CRSP on power poses: What was learned?*" 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

*Course Instructor, IE Business School*

2023 | Organizational Behavior (BBA core course)

*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

**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**

| R

| Stata

| Python