

Nadav Klein

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ACADEMIC APPOINTMENTS

INSEAD

Assistant Professor of Organizational Behavior, 2019-present

The University of Chicago Harris School of Public Policy

Post-Doctoral Scholar, Behavioral Insights in Parenting Lab, 2015-2019

EDUCATION

The University of Chicago Booth School of Business

Ph.D., 2015

M.B.A., 2013

Amherst College

B.A., 2007

ACADEMIC JOURNAL ARTICLES (** denotes work with INSEAD Ph.D. students)

1. **Nault, K., Sezer, O., & Klein, N. (2023). It's the journey, not just the destination: Conveying interpersonal warmth in written introductions. *Organizational Behavior and Human Decision Processes*, 177, 104253.
2. Rogers, B. A., Sezer, O., & Klein, N. (2023). Too naïve to lead: When leaders fall for flattery. *Journal of Personality and Social Psychology*.
3. Klein, N., & Stavrova, O. (2023). Respondents with more extreme views show moderation of opinions in multi-year surveys in the U.S.A. and the Netherlands. *Communications Psychology*.
4. Klein, N., & O'Brien, E. (2023). Thresholds violations in social judgment. *Journal of Personality and Social Psychology*, 125, 284-315.
5. Marinescu, I., Chamberlain, A., Smart, M., & Klein, N. (2021). Incentives can reduce bias in online employer reviews. *Journal of Experimental Psychology: Applied*, 27, 393-407.

6. **Nault, K. A., **Rogers, B. A., Sezer, O., & Klein, N. (2020). Behavioral insights for minimizing loneliness during the COVID-19 pandemic. *Behavioral Science & Policy*.
7. Klein, N. (2020). Heroes perceive their own actions as less heroic than other people do. *Social Psychological and Personality Science*, 11, 1072-1079.
8. Klein, N. (2019). Better to overestimate than to underestimate others' feelings: Asymmetric cost of errors in affective perspective-taking. *Organizational Behavior and Human Decision Processes*, 151, 1-15.
9. Klein, N., & O'Brien, E. (2018). People use less information than they think to make up their minds. *Proceedings of the National Academy of Sciences*, 115, 13222-13227.
10. Klein, N., & O'Brien, E. (2017). The power and limits of personal change: When a bad past does (and does not) inspire in the present. *Journal of Personality and Social Psychology*, 113, 210-229.
11. Klein, N., & Epley, N. (2017). Less evil than you: Bounded self-righteousness in character inferences, emotional reactions, and behavioral extremes. *Personality and Social Psychology Bulletin*, 43, 1202-1212.
12. O'Brien, E., & Klein, N. (2017). The tipping point of perceived change: Asymmetric thresholds in diagnosing improvement versus decline. *Journal of Personality and Social Psychology*, 112, 165-181.
13. Klein, N. (2017). Prosocial behavior increases perceptions of meaning in life. *The Journal of Positive Psychology*, 12, 354-361.
14. Klein, N., & Epley, N. (2016). Maybe holier, but definitely less evil, than you: Bounded self-righteousness in social judgment. *Journal of Personality and Social Psychology*, 110, 660-674.
15. Klein, N., & O'Brien, E. (2016). The tipping point of moral change: When do good and bad acts make good and bad actors? *Social Cognition*, 34, 149-166.
16. Klein, N., & Epley, N. (2015). Group discussion improves lie detection. *Proceedings of the National Academy of Sciences*, 112, 7460-7465.
17. Klein, N., Grossmann, I., Uskul, A., Kraus, A., & Epley, N. (2015). It pays to be nice, but not really nice: Asymmetric reputations from prosociality across 7 countries. *Judgment and Decision Making*, 10, 355-364.
18. Klein, N. (2015). Insensitivity to gradations in warmth traits constrains beliefs about others' potential for improvement. *Basic and Applied Social Psychology*, 37, 348-361.
19. Klein, N., & Epley, N. (2014). The topography of generosity: Asymmetric evaluations of prosocial actions. *Journal of Experimental Psychology: General*, 143, 2366-2379.

20. Klein, N., & Fishbach, A. (2014). Feeling good at the right time: Why people value predictability in goal attainment. *Journal of Experimental Social Psychology, 55*, 21-30.

ACADEMIC CHAPTERS

32. Klein, N. (2023). You're a hero, I just did what anyone would have done: Actor-observer differences in the perceptions of heroism. *Encyclopedia of Heroism Studies. Springer, Cham.*
33. Klein, N. (2023). Peering into heroes' and (non-heroes') self-concept: Bounded self-righteousness and its links to heroism. *Encyclopedia of Heroism Studies. Springer, Cham.*
34. Mayer, S. E., Kalil, A., & Klein, N. (2020). Behavioral insights and parental decision-making. In L. Tach, R. Dunifon, & D. L. Miller (Eds.), *APA Bronfenbrenner series on the ecology of human development. Confronting inequality: How policies and practices shape children's opportunities* (p. 99–117). American Psychological Association.
35. Waytz, A., Klein, N., & Epley, N. (2013). Imagining other minds: Hair-triggered but not hare-brained. In M. Taylor (ed.), *The Oxford Handbook of the Development of Imagination* (pp. 272-287). Oxford University Press: New York.

WIDE AUDIENCE ARTICLES

- Klein, N., & Lim, R. E. (2023). It's the journey, not just the destination. *INSEAD Knowledge.*
- Sezer, O., **Nault, K., & Klein, N. (2021). Don't underestimate the power of kindness at work. *Harvard Business Review.*
- Klein, N. (2021). Make the Internet moderate again. *INSEAD Knowledge.*
- Klein, N. (2020). You may be a workplace hero without realising it. *INSEAD Knowledge.*
- Klein, N., & O'Brien, E. (2019). People don't need as much data as they think. *Harvard Business Review, 97*, 28.
- Klein, N. (2019). We use less information than we think to make decisions. *BehavioralEconomics.com*, April 3, 2019.
- Klein, N., Marinescu, I., Chamberlain, A. & Smart, M. (2018). Online reviews are biased – here's how to fix them with incentives. *Harvard Business Review Online*, March 6, 2018.
- Klein, N., Lintz, K., Kalil, A., & Mayer, S. (2018). Helping parents follow through. *Behavioral Scientist.*

O'Brien, E., & Klein, N. (2016). Why Trump and Clinton are America's most disliked presidential candidates. *Fortune Magazine*, July 6, 2016.

Epley, N., Klein, N., Zhou, H., Devisicio, J., & Storoz, B. (2014). Can you spot the liar? *New York Times*, March 21, 2014.

PROFESSIONAL SERVICE

- Ad-Hoc Journal Reviewing: *Behavioral Science & Policy*, *Journal of Personality and Social Psychology*, *Organizational Behavior and Human Decision Processes*, *Psychological Science*, *Journal of Experimental Psychology: General*, *The Journal of Positive Psychology*, *Judgment and Decision Making*, *Journal of Experimental Social Psychology*, *European Journal of Social Psychology*, *British Journal of Social Psychology*, *Quarterly Journal of Experimental Psychology*, *Basic and Applied Social Psychology*, *Frontiers in Psychology*, *PLOS One*, *Journal of Personality*, *Journal of Experimental Psychology: Applied*, *Nature Communications Psychology*
- Funding agencies reviewing: European Research Council (ERC), Canadian Social Sciences and Humanities Council (SSHRC), Irish Research Council (IRC)
- Conference Reviewing: Academy of Management (AOM), Society for Personality and Social Psychology (SPSP), Society for Judgment and Decision Making (SJDM), Association for Consumer Research (ACR), Society for Consumer Psychology (SCP)

TEACHING

Dean's commendation for excellence in MBA teaching – 2022/23

CONSULTING EXPERIENCE

- Minerva Schools (higher education start-up), 2018-present
- nCent Labs (blockchain start-up), 2018
- Clark Construction (construction and engineering), 2018
- The World Bank (policymaking, non-profit), 2013-2014
- Dane-Elec (tech start-up), 2012
- Whirlpool (consumer durables), 2011
- Cornerstone Research (economic litigation), 2008-2009

INVITED SEMINARS

University of Toronto Rotman School of Management (2022)
INSEAD (2018)
HEC Lausanne (2018)
University of Cambridge Judge Business School (2018)
University of California Berkeley Haas School of Business (2018)
Harvard Business School (2017)
Stanford University (2017)
Northwestern University Kellogg School of Management (2017)
Texas A&M Mays School of Business (2017)
University of Michigan Ross School of Business (2016)
Columbia Business School (2016)