

# KRISTINA WALD

kristinawald.com  
waldk@wharton.upenn.edu  
The Wharton School  
3730 Walnut St.  
Philadelphia, PA 19104

## ACADEMIC POSITIONS

**The Wharton School**  
*Operations, Information, & Decisions Department*  
Postdoctoral Researcher & Lecturer (Jan 2024 – Present)  
Visiting Scholar (Fall 2023)

## EDUCATION

**Booth School of Business, University of Chicago**  
PhD, Behavioral Science (December 2023)  
*Dissertation title: "Knowing thyself: Essays on the role of self-awareness in interpersonal contexts"*

**Columbia University**  
B.A., Psychology & Economics (May 2016)  
*Summa Cum Laude; Phi Beta Kappa*

## RESEARCH INTERESTS

Impression management; trust; communication; conflict management

## AWARDS

**Wharton Teaching Excellence Award 2024**  
**Department Nominee for Academy of Management OB Doctoral Consortium 2022**  
**IACM Best Conference Paper 2020**  
**John and Serena Liew Fama-Miller PhD Fellowship 2018**

## ACADEMIC PAPERS

### *Publications*

**Wald, K. A.** & Chaudhry, S. J. (2024). Ignorance can be trustworthy: The effect of social self-awareness on trust. (In press at *Journal of Personality and Social Psychology*)

**Wald, K. A.,** Chaudhry, S. J., & Risen, J. L. (2024). The credibility dilemma: When acknowledging a (perceived) lack of credibility can make a boast more believable. *Organizational Behavior and Human Decision Processes*, 183, 104351.

**Wald, K. A.,** Abraham, M., Pike, B. E., & Galinsky, A. D. (2024). Gender differences in climbing up the ladder: Why experience closes the ambition gender gap. (In press at *Psychological Science*)

**Wald, K. A.,** Kardas, M., & Epley, N. (2024). Misplaced divides? Discussing political disagreement with strangers can be unexpectedly positive. *Psychological Science*, 35(5), 471-488.

- Coverage: KCBS San Francisco (radio), Forbes, Psypost.org, Therapytips.org, APS Podcast *Under the Cortex*

**Wald, K. A.** & O'Brien, E. (2022). Repeated exposure to success harshens reactions to failure. *Journal of Experimental Social Psychology*, 103, 104381.

- Coverage: SPSP's Character & Context blog

Atir, S., **Wald, K. A.,** & Epley, N. (2022). Talking with strangers is surprisingly informative. *Proceedings of the National Academy of Sciences*, 119(34), e2206992119.

- Mentioned in *The New York Times* ("Why your social life is not what it should be")

Chaudhry, S. J. & **Wald, K. A.** (2022). Overcoming listener skepticism: Costly signaling in communication increases perceived honesty. *Current Opinion in Psychology*, 48, 101442.

Levine, E. E. & **Wald, K. A.** (2020). Fibbing about your feelings: How feigning happiness in the face of personal hardship affects trust. *Organizational Behavior and Human Decision Processes*, 156, 135-154.

### ***Selected Works in Progress***

**Wald, K. A.,** Zhao, X., Caruso, H., & Risen, J. L. It's the goal that counts: The consequences of engaging in debate versus dialogue in disagreements. (In prep for *Organization Science*)

Apalkova, A., **Wald, K. A.,** & Risen, J. L. Influences on having a debate or a dialogue in disagreement. (In prep for *Journal of Personality and Social Psychology*)

**Wald, K. A.** & Chaudhry, S. J. Navigating minds: Perceiving self-awareness in others.

**Wald, K. A.** & Risen, J. L. How does variability affect humanization?

**Wald, K.A.** & Schweitzer, M. Perceived maturity in conversations.

## **TEACHING EXPERIENCE**

**Instructor: Wharton Undergraduate Program**

Negotiations, 3 sections (Spring 2024)

*Average instructor rating: 3.17 on a 0-4 scale*

**Teaching Assistant: Booth Full-Time & Executive MBA Programs**

Negotiations (6 sections); Managerial Decision-Making; Managerial Psychology

# CONFERENCE & DEPARTMENT PRESENTATIONS

## **Academy of Management, August 2024**

Navigating minds: Perceiving self-awareness in others

## **International Association for Conflict Management, June 2024**

*Poster:* Navigating minds: Perceiving self-awareness in others

## **Society for Judgment and Decision Making, November 2023**

*Poster:* The credibility dilemma: When acknowledging a (perceived) lack of credibility can make a boast more believable

## **Trans-Atlantic Doctoral Conference, May 2023**

Are there gender differences in climbing up the ladder?

## **Booth Center for Decision Research Brown Bag, November 2022**

Ignorance can be trustworthy: The effect of social self-awareness on trust

## **Academy of Management, August 2022**

People are more trusting of others who are unaware (vs. aware) of their own negative behavior

## **Academy of Management August 2022**

Dialogue vs. debate: Causes and consequences of two approaches to disagreement

## **Academy of Management, August 2022**

How does variability affect humanization?

## **International Association for Conflict Management, July 2022**

Ignorance can be trustworthy: The effect of (social) self-awareness on trust

## **International Association for Conflict Management, July 2022**

Dialogue vs. debate: Causes and consequences of two approaches to disagreement

## **International Association for Conflict Management, July 2022**

How does variability affect humanization? Variable (vs. constant) behavior increases perceptions of experience, but decreases perceptions of agency

## **Trans-Atlantic Doctoral Conference, June 2022**

Ignorance can be trustworthy: The effect of (social) self-awareness on trust

## **Booth Center for Decision Research Brown Bag, April 2022**

Ignorance can be trustworthy: The effect of (social) self-awareness on trust

## **East Coast Doctoral Conference, April 2022**

Ignorance is trustworthy: People are more trusting of others who are unaware (vs. aware) of their own negative behavior

## **Society for Personality and Social Psychology, February 2022**

*Data blitz:* Ignorance is trustworthy: People are more trusting of others who are unaware (vs. aware) of their own negative behavior

*Data blitz:* Dialogue versus debate: Consequences of two different modes of discussing disagreement.

## **Society for Judgment and Decision Making, February 2022**

*Poster:* Dialogue versus debate: Consequences of two different modes of discussing disagreement.

## **Academy of Management, July 2021**

Making a boast believable: Disclaimers increase the effectiveness of seemingly untrue brags

## **International Association for Conflict Management, July 2021**

Making a boast believable: Disclaimers increase the effectiveness of seemingly untrue brags

**Trans-Atlantic Doctoral Conference, May 2021**

Making a boast believable: Disclaimers increase the effectiveness of seemingly untrue brags

**Guest Lecture at Elmhurst University (Honors Social Psych Class), February 2021**

Making a boast believable: Disclaimers increase the effectiveness of seemingly untrue brags

**Society for Personality and Social Psychology, February 2021**

Clueless critics: Overconfidence in oneself fosters unjustified criticism of others who try (and fail).

**Society for Judgment and Decision Making, December 2020**

*Poster:* Clueless critics: Overconfidence in oneself fosters unjustified criticism of others who try (and fail).

**Booth Center for Decision Research Brown Bag, October 2020**

Making a boast believable: Disclaimers increase the effectiveness of seemingly untrue brags

**Academy of Management, August 2020**

Can birds of different feathers flock surprisingly well together? Expected versus actual consequences of discussing divisive viewpoints

**International Association for Conflict Management, July 2020**

Can birds of different feathers flock surprisingly well together? Expected versus actual consequences of discussing divisive viewpoints

**East Coast Doctoral Conference, March 2020**

*(Accepted; conference canceled)*

*Data Blitz:* Can birds of different feathers flock happily together? Expected versus actual consequences of discussing divisive viewpoints

**Society for Personality and Social Psychology, February 2020**

Fibbing about your feelings: How feigning happiness in the face of personal hardship affects trust

**Academy of Management, August 2019**

Gender differences in running for political office? Candidate experience closes the gap between women and men

**Academy of Management, August 2019**

Fibbing about your feelings: How feigning happiness in the face of personal hardship affects trust

**International Association for Conflict Management, July 2019**

Fibbing about your feelings: How feigning happiness in the face of personal hardship affects trust

**Kellogg-Booth Student Symposium, May 2019**

*Co-organizer*

**East Coast Doctoral Conference, April 2019**

Fibbing about your feelings: How feigning happiness in the face of personal hardship affects trust