CURRICULUM VITAE

PAUL A. O'KEEFE

PERSONAL INFORMATION

University of Exeter Business School
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PROFESSIONAL POSITIONS

2025–present	Professor of Organizational Behavior and HRM, University of Exeter Business School (UK tenure equivalent) Director of Research, OBHRM area, 2026–present
2023–2025	Associate Professor of Organizational Behavior and HRM, University of Exeter Business School (UK tenure equivalent)
2023–2024	Associate Professor of Management and Organization, NUS Business School, National University of Singapore (tenured)
2022–2024	Associate Professor of Psychology, Yale-NUS College (tenured)
2014–2022	Assistant Professor of Psychology, Yale-NUS College Head of Department, 2018
2011–2014	Postdoctoral Fellow (NRSA), Stanford University Advisor: Carol S. Dweck
2009–2011	Postdoctoral Fellow (IPoRT), CUNY GC and New York University
2000–2003	Research Assistant, Department of Psychology, Yale University Advisors: Robert J. Sternberg and Elena L. Grigorenko

EDUCATION

2009	Ph.D., Social Psychology, Duke University
2007	M.A., Social Psychology, Duke University

2000 B.A., Psychology, University of California, Berkeley

RESEARCH INTERESTS

How can we identify and dismantle psychological barriers that constrain people's aspirations and hinder their achievement? Doing so can help people fulfill their potential and set them on a transformative trajectory. To address this question, my research centers on people's beliefs ("mindsets")—about interest and passion, about opportunity, and about health and well-being. These beliefs serve as meaning frameworks that shape motivation, resilience, and achievement across contexts. Drawing on experimental social psychology, I investigate these processes in educational, work/organizational, and health contexts, where motivation is highly consequential.

A major focus of my current work is translating basic experimental findings into brief, scalable psychological interventions, which I evaluate through randomized controlled field experiments. This integration of basic and applied research allows me to advance psychological theory while addressing consequential real-world problems. While acknowledging the impact of structural inequalities, my overarching aim is to empower people—especially those facing disadvantages—to achieve important life goals, such as education, meaningful employment, and improved health outcomes, contributing to broader efforts toward inclusion and social justice.

My research also includes collaborative work on beliefs and motivations related to healthy longevity through the HELO consortium. As a secondary research focus, I contributed to PsyCorona, an international collaboration examining beliefs and motivations underlying public health behaviour during the COVID-19 pandemic.

Keywords: Goal pursuit, implicit self-theories, interest, interventions, mindsets, motivation, passion, social justice

PUBLICATIONS

Primary Research Areas (*corresponding author; †advisee)

Toh, S. H. Y.,† Horberg, E. J., Kosasih, F., Suendermann, O., & O'Keefe, P. A.* (2026). A "growth mindset of mental health" intervention increases the likelihood of initiating self-help on a mental health app: A randomized controlled trial. *npj Digital Medicine*. doi.org/10.1038/s41746-026-03322-w

Masfiah, S., Aji, B., Wang, B., O'Keefe, P. A., Horberg, E. J., Szücs, A., Island, L., Sandalova, E., Rosenthal, S., Meij, H., Maier, A. B. (2026). Expected lifespan and healthspan among rural and urban individuals in Java, Indonesia. *GeroScience*. doi.org/10.1007/s11357-026-02340-6

Bruschinski, L., Horberg, E. J., O'Keefe, P. A., Wang, B., Szücs, A., Meij, J. J., Murray, A. L., & Maier, A. B. (2026). Prevalence and determinants of ageism experiences in the Singapore population: insights from the HEalthy LOngevity (HELO) survey. *GeroScience*. doi.org/10.1007/s11357-026-02236-5

Amalaraj, J. J. P., Wang, B., Szücs, A., Wang, L. Y-T., Island, L., Horberg, E. J., O'Keefe, P. A., Rosenthal, S., Chong, Y-S., Meij, J. J., Maier, A. B. (2026). Knowledge of lifespan and healthspan and interest in Healthy Longevity Medicine among the general population in Singapore: The Singapore HEalthy LOngevity (HELO) survey. *GeroScience*. doi.org/10.1007/s11357-026-02160-8

Wang, B., Szücs, A., Sandalova, E., Lim, Z. M., Horberg, E. J., O'Keefe, P. A., Island, L., Rosenthal, S., & Maier, A. B. (2025). Public views towards lifespan, healthspan, and Healthy Longevity Medicine in Singapore: A qualitative study from the HEalthy LOngevity (HELO) initiatives. *Gerontology*, *71*(12), 1021–1030. doi.org/10.1159/000548994

O'Keefe, P. A.*, Ramya, S. M.,† & Horberg, E. J. (2025). A growth-theory-of-interest intervention helps align science students with a new multidisciplinary curriculum. *Contemporary Educational Psychology*. doi.org/10.1016/j.cedpsych.2025.102371

Wang, B., Sandalova, E., Szücs, A., Horberg, E. J., O'Keefe, P. A., Island, L., Meij, H., Rosenthal, S., & Maier, A. B. (2025). Awareness, knowledge, and motivations about lifespan, healthspan, and Healthy Longevity Medicine in the general population: The HEalthy LOngevity (HELO) conceptual framework. *GeroScience*. doi.org/10.1007/s11357-025-01562-4

Burnette, J. L., Hoyt, C. L., Becker, W., & O'Keefe, P. A. (2024). Addiction stigma: Potential costs and benefits of lay beliefs about the nature of addiction. *Stigma and Health*. doi: 10.1037/sah0000593

O'Keefe, P. A.*, Horberg, E. J., Dweck, C. S., Walton, G. M. (2023). A growth-theory-of-interest intervention increases interest in math and science coursework among liberal arts undergraduates. *Journal of Educational Psychology*, *115*(6), 859–876. doi.org/10.1037/edu0000798

O'Keefe, P. A.*, Horberg, E. J., Lee, F., & Dweck, C. S. (2023). Implicit theories of opportunity: When opportunity fails to knock, keep waiting or start cultivating? *Journal of Personality and Social Psychology*, *124*(6), 1146–1173. doi.org/10.1037/pspa0000330

O'Keefe, P. A.*, Chaffee, K. E., Horberg, E. J., Plante, I., & Harackiewicz, J. M. (2022). Revisiting multiple pathways to achievement: Re-examining the roles of achievement goals in predicting grades through task values. *Learning and Individual Differences*, *98*, 102186. doi.org/10.1016/j.lindif.2022.102186

O'Keefe, P. A.*, Lee, H. Y., & Chen, P. (2021). Changing students' beliefs about learning can unveil their potential. *Policy Insights from the Behavioral and Brain Sciences*, *8*(1), 84–91. doi:10.1177/2372732220984173

O'Keefe, P. A.*, Horberg, E. J., Chen, P., & Savani, K. (2021). Should you pursue your passion as a career? Cultural differences in the emphasis on passion in career decisions. *Journal of Organizational Behavior*, 43(9), 1475–1495. https://do10.1002/job.2552

O'Keefe, P. A.*, Horberg, E. J., Sabherwal, A.,† Ibasco, G. S.,† & Zainal, A.† (2021). Thinking beyond boundaries: A growth theory of interest enhances integrative thinking that bridges the arts and sciences. *Organizational Behavior and Human Decision Processes*, *162*, 95–108. doi: 10.1016/j.obhdp.2020.10.007

Chen, P., Lin, Y., Pereira, D. J. H., O'Keefe, P. A., & Yates, J. F. (2021). Fanning the flames of passion: A develop mindset predicts intentions to use strategies for up-regulating passion. *Frontiers in Psychology*, *12*, 634903. doi.org/10.3389/fpsyg.2021.634903

Plante, I., O'Keefe, P. A., Aronson, J., Fréchette-Simard, C., & Goulet, M. (2019). The interest gap: How gender stereotype endorsement predicts academic interests. *Social Psychology of Education*, *22*(1), 227–245. doi:10.1007/s11218-018-9472-8

O'Keefe, P. A.*, Dweck, C. S., & Walton, G. M. (2018, September 10). Having a growth mindset makes it easier to develop new interests. *Harvard Business Review*. https://hbr.org/2018/09/having-a-growth-mindset-makes-it-easier-to-develop-new-interests

O'Keefe, P. A.*, Dweck, C. S., & Walton, G. M. (2018). Implicit theories of interest: Finding your passion or developing it? *Psychological Science*, *29*(10) 1653–1664. doi:10.1177/0956797618780643

O'Keefe, P. A.* & Harackiewicz, J. M. (Eds.) (2017). *The science of interest*. Springer, Cham. doi:10.1007/978-3-319-55509-6 (Edited Volume)

O'Keefe, P. A.* & Harackiewicz, J. M. (2017). Towards a science of interest. In P. A. O'Keefe & J. M. Harackiewicz (Eds.). *The science of interest*. Springer. doi:10.1007/978-3-319-55509-6

O'Keefe, P. A.*, Horberg, E. J., & Plante, I. (2017). The multifaceted role of interest in motivation and engagement. In P. A. O'Keefe & J. M. Harackiewicz (Eds.). *The science of interest*. Springer. doi:10.1007/978-3-319-55509-6_3

O'Keefe, P. A.*, Letourneau, S., Milne, C., Homer, B. D., Schwartz, R., & Plass, J. L. (2014). Learning from multiple representations: An examination of fixation patterns in a science simulation. *Computers in Human Behavior*, *35*, 234–242. doi: 10.1016/j.chb.2014.02.040

O'Keefe, P. A.*, & Linnenbrink-Garcia, L. (2014). The role of interest in optimizing performance and self-regulation. *Journal of Experimental Social Psychology*, *53*, 70–78. doi:10.1016/j.jesp.2014.02.004

Plass, J., O'Keefe, P. A.*, Homer, B. D., Case, J., Hayward, E., Stein, M., & Perlin, K. (2013). The impact of individual, competitive, and collaborative mathematics game play on learning, performance, and motivation. *Journal of Educational Psychology*, *105*(4), 1050–1066. doi:10.1037/a0032688 (co-first author with Plass)

O'Keefe, P. A.*, Ben-Eliyahu, A., & Linnenbrink-Garcia, L. (2013). Shaping achievement goal orientations in a mastery-structured environment and concomitant changes in related contingencies of self-worth. *Motivation and Emotion*, *37*(1), 50–64. doi:10.1007/s11031-012-9293-6

O'Keefe, P. A.* (2013). Mindsets and self-evaluation: How beliefs about intelligence can create a preference for growth over defensiveness. In S. B. Kaufman (Ed.), *The complexity of greatness: Beyond talent or practice* (pp. 119–134). Oxford: Oxford University Press. doi:10.1093/acprof:oso/9780199794003.003.0008

Plante, I., O'Keefe, P. A., & Théorêt, M. (2013). The relation between achievement goal and expectancy-value theories in predicting achievement-related outcomes: A test of four theoretical conceptions. *Motivation and Emotion*, *37*(1), 65–78. doi:10.1007/s11031-012-9282-9

Linnenbrink-Garcia, L., Middleton, M., Ciani, K. D., Easter, M. A., O'Keefe, P. A., & Zusho, A. (2012). The strength of the relation between performance-approach and performance-avoidance goal orientations: Theoretical, methodological, and instructional implications. *Educational Psychologist, 47*(4), 281–301. doi:10.1080/00461520.2012.722515

O'Keefe, P. A.* (2007). Social judgment theory. In W. Darity (Editor-in-Chief), *International encyclopedia of the social sciences* (2nd ed.), New York: Macmillan Reference USA.

Grigorenko, E. L., & O'Keefe, P. A. (2004). Dealing with change: Manifestations, measurements, and methods. In A. Demetriou & A. Raftopoulos (Eds.). *Cognitive developmental change: Theories, models and measurement* (pp. 318–353). New York, NY: Cambridge University Press. doi:10.1017/CBO9780511489938.012

Grigorenko, E. L., & O'Keefe, P. A. (2004). What do children do when they cannot go to school? In R. J. Sternberg & E. L. Grigorenko (Eds.), *Culture and competence: Contexts of life success* (pp. 23–53). Washington, DC: American Psychological Association. doi:10.1037/10681-002

O'Keefe, P. A.* (2002). Teenager: A damaging and outdated label. [Review of T. Hine (Ed.), The rise and fall of the American teenager]. *Contemporary Psychology, 47*, 480–481.

Primary Research Areas: Other Publications

O'Keefe, P. A.* & Horberg, E. J. (2025, December 11). Following your passion can be a dangerous mistake. *The Institute of Arts and Ideas News*. https://iai.tv/articles/following-your-passion-can-be-a-dangerous-mistake-auid-3442

O'Keefe, P. A.* (2024, February 28). When students feel unlucky, teachers can help change that attitude: A growth mindset about opportunity can make a difference. *Education Week*. www.edweek.org/leadership/opinion-when-students-feel-unlucky-teachers-can-help-change-that-attitude/2024/02

O'Keefe, P. A.* (2024, February 19). Opportunities are more than luck. *Psychology Today*. www.psychologytoday.com/us/blog/actionable-advice-to-help-kids-thrive/202402/opportunities-are-more-than-luck

O'Keefe, P. A.* & Horberg, E. J. (2023, September 29). Stop trying to 'find' your passion—there's a better way to love what you do. *Scientific American*. www.scientificamerican.com/article/stop-trying-to-find-your-passion-theres-a-better-way-to-love-what-you-do

O'Keefe, P. A.* & Horberg, E. J. (2023, February 27). How you think about opportunities can influence your success. *Character & Context (Society for Personality and Social Psychology)*. https://spsp.org/news/character-and-context-blog/okeefe-horberg-opportunity-success-mindset

O'Keefe, P. A.* (2021, May 3). Universities must cultivate a growth mindset in their students. *Times Higher Education*. www.timeshighereducation.com/blog/ universities-must-cultivate-growth-mindset-their-students

O'Keefe, P. A.* (2019, August 3). Your passion isn't waiting to be 'found.' You need to develop it. *The Business Times*. www.businesstimes.com.sg/opinion/your-passion-isnt-waiting-to-be-found-you-need-to-develop-it

O'Keefe, P. A.* (2014, September 7). Liking work really matters. *The New York Times*, p. 12. www.nytimes.com/2014/09/07/opinion/sunday/go-with-the-flow.html?

Secondary Research Area (PsyCorona Research Collaboration; psycorona.org) [1]

Wollast, R., Lüders, A., Nugier, A., Guimond, S., … O'Keefe, P. A., … & Leander, N. P. (2025). Gender inequality and cultural values in explaining gender differences in positive and negative emotions: A comparison of 24 countries during the COVID-19 pandemic. *Current Psychology*. doi.org/10.1007/s12144-024-06989-0

Fisher, A. N., Ryan, M. K., Liao, Y-H., Mikołajczak, G., … O'Keefe, P. A., … (2024). The Precarity of Progress: Implications of a Shifting Gendered Division of Labor for Relationships and Well-Being as a Function of Country-Level Gender Equality. *Sex Roles*. doi.org/10.1007/s11199-024-01453-6

Zúñiga, C., Agostini, M., Louis, W. R., Lemay, P., … O'Keefe, P. A., … & Leander, N. P. (2024). Prosociality during covid-19: Pathways through affect, financial stress, well-being, and collective disempowerment across 39 countries. *Universitas Psychologica*, *23*, 1. doi.org/10.11144/Javeriana.upsy23.pdcp

Abakoumkin, G., Tseliou, E., McCabe, K. O., Lemay, E. P., … O'Keefe, P. A., … & Leander, N. P. (2023). Conceptual replication and extension of health behavior theories' predictions in the context of COVID-19: Evidence across countries and over time. *Personality and Social Psychology Compass*. doi.org/10.1111/spc3.12909

Ibanescu, B. C., Gheorghiu, A., Cristea, M., Pascariu, G. C., … O'Keefe, P. A., … & Leander, P. (2023). The evolution of job insecurity in spatial contexts in Europe during COVID-19 pandemic. *International Regional Science Review*, 01600176231160485.

Douglas, K. M., Sutton, R. M., van Lissa, C. J. … O'Keefe, P. A., … & Leander, N. P. (2023). Identifying important individual- and country-level predictors of conspiracy theorizing: A machine learning analysis. *European Journal of Social Psychology*. doi.org/10.1002/ejsp.2968

[1] For papers with the PsyCorona, author order was determined alphabetically aside from the lead authors. I led data collection for our Singapore sample, helped design the survey and experimental materials, interpreted results, and contributed to manuscript drafts.

Westgate, E. C., Buttrick, N., Lin, Y., Helou, G. E., … O'Keefe, P. A., … & Leander, N. P. (2023). Pandemic boredom: Little evidence that lockdown-related boredom affected risky public health behaviors across 116 countries. *Emotion*. doi.org/10.1037/emo0001118

Han, Q., Zheng, B., Leander, N. P., Agostini, M., … O'Keefe, P. A., … & Bélanger, J. J. (2022). Impact of national pandemic lockdowns on perceived threat of immigrants: A natural quasi-experiment across 23 countries. *Social Psychological and Personality Science*, 19485506221127487

Reitsema, A. M., Jeronimus, B. F., Bos, E. H. J., … O'Keefe, P. A., … & Leander, N. P. (2022). Age differences in hedonic adaptation to societal restrictions: Positive and negative affect trajectories during the first wave of the COVID-19 pandemic in 33 nations. *Emotion*, doi.org/10.1037/emo0001149

Van Lissa, C., Stroebe, W., vanDellen, M., Leander, N. P., … O'Keefe, P. A., … & Bélanger, J. J. (2022). Using machine learning to identify important predictors of COVID-19 infection prevention behaviors. *Patterns*, *3*(4). doi: 10.1016/j.patter.2022.100482

Keng, S-L., Stanton, M. V., Haskins, L. B., Almenara, C. A., … O'Keefe, P. A., … & Leander, N. P. (2022). COVID-19 stressors and health behaviors: A multilevel longitudinal study across 86 countries. *Preventive Medicine Reports*, *27*, 101764.

Schumpe, B. M., van Lissa, C. J., Bélanger, J. J., Nisa, C. F., … O'Keefe, P. A., … & Leander, N. P. (2022). Predictors of adherence to public health behaviors for fighting COVID-19 derived from longitudinal data. *Scientific Reports*, *12*(1), 3824.

Enea, V., Eisenbeck, N., Carreño, D. F., Douglas, K. M., … O'Keefe, P. A., … & Leander, N. P. (2022). Intentions to be vaccinated against COVID-19: The role of prosociality and conspiracy beliefs across 20 countries. *Health Communication*, 1–10. doi.org/10.1080/10410236.2021.2018179

Lucas, T., Manning, M., Strelan, P., Kopetz, C., … O'Keefe, P. A., … & Leander, N. P. (2022). Justice beliefs and cultural values predict support for COVID-19 vaccination and quarantine behavioral mandates: A multilevel cross-national study. *Translational Behavioral Medicine*, *12*(2), 284–290

Mula, S., Di Santo, D., Resta, E., Bakhtiari, F., … O'Keefe, P. A., … & Leander, N. P. (2022). Concern with COVID-19 pandemic threat and attitudes towards immigrants: The mediating effect of the desire for tightness. *Current Research in Ecological and Social Psychology*, *3*, 100028.

Lemay, E. P., Kruglanski, A. W., Molinario, E., Agostini, M., … O'Keefe, P. A., … & Leander, N. P. (2021). The role of values in coping with health and economic threats of COVID-19. *Journal of Social Psychology*, *3*, 100028. doi: 10.1080/00224545.2021.1979454

Resta, E., Mula, S., Baldner, C., Di Santo, D., … O'Keefe, P. A., … & Leander, N. P. (2021). We are all in the same boat: How societal discontent affects intention to help during the COVID-19 pandemic. *Journal of Community & Applied Social Psychology*, *32*(2), 332–347.

Stroebe, W., vanDellen, M., Abakoumkin, G., Lemay, E. … O'Keefe, P. A., … & Leander, N. P. (2021). Politicization of COVID-19 health-protective behaviors in the United States: Longitudinal and cross-national evidence. *PLoS ONE*, *17*(1): e0263100. doi.org/10.1371/journal.pone.0263100

van Breen, J. A., Kutlaca, M., Koç, Y., Jeronimus, B. F., … O'Keefe, P. A., … & Leander, N. P. (2021). Lockdown lives: A longitudinal study of inter-relationships among feelings of loneliness, social contacts, and solidarity during the COVID-19 lockdown in early 2020. *Personality and Social Psychology Bulletin*, 48(9), 1315–1330. doi: 10.1177/0146167221103660

Nisa, C. F., Belanger, J. J., Faller, D. G., Buttrick, N. R., … O'Keefe, P. A., … & Leander, N. P. (2021). Lives versus livelihoods? Perceived economic risk has a stronger association with support for COVID-19 preventive measures than perceived health risk. *Scientific Reports*, *11*(1), 9669. doi:10.1038/s41598-021-88314-4

Han, Q., Zheng, B., Cristea, M., Agostini, M., … O'Keefe, P. A., … & Leander, N. P. (2021). Trust in government regarding COVID-19 and its associations with preventive health behaviour and prosocial behaviour during the pandemic: a cross-sectional and longitudinal study. *Psychological Medicine*, *53*(1), 149–159. doi:10.1017/S0033291721001306

Han, Q., Zheng, B., Agostini, M., Bélanger, J. J., … O'Keefe, P. A., … & Leander, N. P. (2021). Associations of risk perception of COVID-19 with emotion and mental health during the pandemic. *Journal of Affective Disorders*, *284*, 247–255. doi: 10.1016/j.jad.2021.01.049

Romano, A., Spadaro, G., Balliet, D., Joireman. J., … O'Keefe, P. A., … & Leander, N. P. (2021). Cooperation and trust across societies during the COVID-19 pandemic. *Journal of Cross-Cultural Psychology*, *52*(7), 622–642. doi:10.1177/0022022120988913

Jin, S., Balliet, D., Romano, A., Spadaro, G., … O'Keefe, P. A., … & Leander, N. P. (2021). Intergenerational conflicts of interest and prosocial behavior during the COVID-19 pandemic. *Personality and Individual Differences*, *171*, 110535. doi:10.1016/j.paid.2020.110535

Leander, N. P., Lemay, E. P., Jeronimus, B. F., … O'Keefe, P. A., … (2020). Towards a globally collaborative behavioral science: An organizational approach from pandemic psychology. *International Journal of Behavioral Development,* 2.

Kreienkamp, J., Agostini, M., Krause, J., & Leander N. P. (on behalf of the PsyCorona Research Collaboration) (2020, October). A world of reactions to COVID-19: How an online data visualization tool reports data from an international psychological survey. www.psychologicalscience.org/observer/psycorona-covid-19

MANUSCRIPTS UNDER REVIEW OR IN PREPARATION

(*corresponding author; †advisee)

Madan, S., Savani, K., O'Keefe, P. A., & Morris, M. (R&R). Learning faster, not just performing better: Growth mindset and the dynamics of learning. Submitted to the *Journal of Personality and Social Psychology*.

Lim, C. H.,† Jia, L., O'Keefe, P. A., Walton, G. M., & Dweck, C. S. (R&R). Is intelligence more than IQ?: Beliefs about the scope of intelligence shape judgments of others' potential. Submitted to the *Journal of Personality and Social Psychology*.

To, H. L.,† Lee, A., Liu, L., & O'Keefe, P. A. (R&R). Perceived overqualification dilemma in the workplace: Conceptual dissonance, measure shortcomings, methodological deficiencies, and future agendas. Submitted to *Journal of Organizational Behavior*.

Deliu, M. M., García, J. R., & O'Keefe, P. A. (R&R). Beyond test scores: Does a growth mindset create adaptive psychological conditions for literacy? Submitted to *Learning and Instruction*.

Horberg, E. J. & O'Keefe, P. A.* (under review). Rich boss, poor boss: The role of managers' financial security in harsher evaluations of employees who lack passion. Submitted to *Journal of Vocational Behavior*.

Wollast, R., Petrova, K., Li, H., Gross, J., … O'Keefe, P. A., … & Leander, N. P. (under review). Heterogeneity in trajectories of positive and negative emotions: A longitudinal study across 20 countries. Submitted to *Journal of Personality*.

Horberg, E. J., Ramya, S. M.,† & O'Keefe, P. A.* (under review). A growth theory of opportunity predicts upskilling efforts to improve employability in a nationally representative sample. Submitted to *Human Resource Management*.

Szücs, A., Horberg, E. J., Wang, B., Amalaraj, J. J. P., Sandalova, E., Rosenthal, S., O'Keefe, P. A., & Maier, A. B. (in prep). Is interest in engaging with healthy longevity clinics associated with personality? A cross-sectional study based on the HELO Survey Singapore. To be submitted to *Aging and Society*.

Bruschinski, L., Wazny, V., O'Keefe, P. A., Horberg, E. J., Szücs, A., Island, L., Sandalova, E., Rosenthal, S., Meij, H., Maier, A. B. (in prep). Prevalence and determinants of ageism experiences in the Singapore population: Insights from the HELO survey. To be submitted to *Gerontology*.

Horberg, E. J., & O'Keefe, P. A.* (in prep). Lay theories of passion: Cultural similarities and differences. In R. J. Vallerand, N. Houlfort, F. Philippe, B. Schellenberg, J. Verner-Filion, and J. Bélanger (Eds.), *Oxford Handbook on the Psychology of Passion*. Oxford University Press.

O'Keefe, P. A.*, & Horberg, E. J. (in prep). Beliefs about passion as an underlying mechanism of motivation. In G. Suri (Ed.), *Handbook on Mechanisms Underlying Motivation*. Elgar Edwards Publishing.

Loke, Y. M., Lai, C. K. Y., Yeo, S. C., Kamei, R. K., Strauman, T. J., O'Keefe, P. A., Chen, P., & Gooley, J. J. (in prep). Morning-type university students show more favorable non-cognitive characteristics and diurnal learning behavior compared with their peers. To be submitted to *Sleep*.

O'Keefe, P. A.* (in prep). A growth theory of opportunity causes people to overcome adversity even in an unjust world. To be submitted to *Personality and Social Psychology Bulletin*. Laughter.

GRANTS

~$3,000,000 USD total, ~$2,000,000 USD as Principal Investigator

2025–2027 United Kingdom Research and Innovation (UKRI), *Expanding the Growth-Mindset-of-Opportunity Intervention to Create Better Opportunities in the South West*
$407,063 USD (£303,532) (PI; 130222-R-00-1006-2170)

2024–2025 United Kingdom Research and Innovation (UKRI), *Creating Better Opportunities in the South West Through a Growth-Mindset-of-Opportunity Intervention*
$290,000 USD (£222,970) (PI; ES/Z502480/1)

2024–2026 Veterans Transitions Research Lab (VTRL), *Assisting Veterans' Transition to the Civilian Workforce by Cultivating Opportunities: A Growth-Mindset-of-Opportunity Intervention*
$20,000 USD (PI; 5575692)

2023–2026 University of Exeter Business School, Internal Allowance
$25,000 USD (£20,000) (PI; 124716)

2022–2024 Workforce Development Applied Research Fund (WDARF), SkillsFuture Singapore (SSG), *How and Why University Graduates Seize Opportunities Offered by Lifelong Learning Policies?*
$336,047 USD (PI; GA21-03)

2022–2024 Institutional Bridging Grant, Yale-NUS College, *Designing and Validating Materials to Promote a Growth Mindset of Opportunity*
$29,235 USD (PI; IG22-SG003)

2021–2022 Reimagine Research Fund, Ministry of Education / Yale-NUS College, *A Fresh Start: Reimaging Interventions to Promote Social Belonging Post-COVID*
$99,861 USD (PI; R-607-264-524-115; R-607-264-525-115)

2021–2023 Humanities and Social Sciences Research Fund Grant, National University of Singapore, *Broader Views of Intelligence: Rethinking Our Approach to Educational Inequality*
$15,000 USD (co-PI; R-581-000-264-646)

2020–2023 Singapore Social Science Research Council, Ministry of Education, *Taking Advantage of the Future Economy: Role of Universal Mindsets*
$455,350 USD (collaborator; MOE2019-SSRTG-029)

2020–2021 Chinese Research Programme, Yale-NUS College, *Does a Growth Mindset of Interest Boost STEM Interest in Chinese Singaporeans?*
$113,025 USD (PI; R-607-264-446-651)

2019–2021 Chinese Research Council
$4,725 USD (PI; N-607-003-127-001)

2019–2020 Institutional Bridging Grant, Yale-NUS College, *A Growth Mindset of Interest Improves Academic Outcomes*
$75,000 USD (PI; IG18-BG102)

2019–2021 Pocket Grant, Yale-NUS Chinese Research Programme, Yale-NUS College, *Do Chinese Singaporeans Value Passions Differently than Americans?*
$3,750 USD (PI; R-607-264-408-651)

2018–2021 Research Chair, University of Quebec, Montreal, *Gender Equality in Schools*
$78,750 USD (collaborator)

2018–2019 Seed Grant, Institute for Application of Learning Sciences and Educational Technology (ALSET), National University of Singapore, *Promoting Student Performance and Motivation with a Growth Mindset of Interest*
$86,063 USD (PI; R-607-000-382-133)

2018–2019 Teaching Innovation Grant, *Promoting A Growth Mindset of Interest and Intelligence Among Yale-NUS College Students*
$3,190 USD (PI; C-607-271-024-001)

2017–2020 Singapore Social Science Research Council, *Influence of Social Motivations on Cultural Learning, Adjustment, and Integration*
$432,590 USD (collaborator)

2017–2019 Academies Fund, National Institute of Education, *Promoting Academic Interests in Junior College Students Through a Growth Mindset*
$187,500 USD (PI; R-607-000-314-592)

2017–2019 Tertiary Education Research Fund, Ministry of Education, *Promoting Student Performance & Motivation with A Growth Mindset of Interest*
$160,000 USD (PI; MOE2016-TRF-022)

2016–2018 Humanities and Social Sciences Research Fund Grant, National University of Singapore, *Promoting Innovation and Motivation with a Growth Mindset of Interest*
$30,000 USD (PI; R-607-264-253-646)

2014–2018 Institutional Grant, Yale-NUS College, *Mindsets and Motivation*
$56,250 USD (PI; R-607-264-209-121)

2011–2014 Ruth L. Kirschstein National Research Service Award (NRSA) for Individual Postdoctoral Fellows, National Institute of Child and Human Development, National Institutes of Health, *Implicit Theories and Context: Optimizing Motivation, Achievement, and Well-being*
$154,530 USD (PI; F32-HD062185)

2010–2012 University Grants Council Targets of Opportunity Grant, Hong Kong University of Science and Technology, W*hen and Why Do Marketing Efforts Intended to Influence Consumers Automatically Backfire?*
$20,500 USD (co-investigator, RPC10BM07)

2004–2006 Seed Grant, National Institute on Drug Abuse, *Approaching Goals and Avoiding Temptations*
$10,000 USD (co-investigator)

CHAIRED SYMPOSIA †advisee

O'Keefe, P. A. & Quinlan, K. (2023, August). *Internal and External Influences that Promote Interest Development During Higher Education*. Presenters: Judith M. Harackiewicz, Paul A. O'Keefe, Kathleen Quinlan, and Carol Sansone. Discussant: K. Ann Renninger. Symposium held at the EARLI annual meeting, Thessaloniki, Greece.

O'Keefe, P. A. (2022, October). *Reducing Barriers to Opportunity*. Presenters: Bennett Callaghan, Sapna Cheryan, Paul A. O'Keefe, Lora Park. Symposium held at the Society of Experimental Social Psychology annual meeting, Philadelphia, PA.

O'Keefe, P. A. (2018, August). *Advancements in Self-Determination Theory*. Presenters: Kristjan K. Stefansson, Wieke van der Goot, Kim Stroet, and Emily Rosenzweig. Symposium held at the biannual meeting of the International Conference on Motivation, Aarhus, Denmark.

O'Keefe, P. A. (2018, May). *Interventions with Impact: Increasing Health Behaviors, Academic Interest, and Achievement by Changing Beliefs*. Presenters: Alia Crum, David Yeager, Judith M. Harackiewicz, and Paul A. O'Keefe. Symposium held at the Association for Psychological Science annual meeting, San Francisco, CA.

Kim, E.† & O'Keefe, P. A. (2018, May). *Mindsets That Promote Well-being and Reduce Health-Related Stigmatization*. Presenters: Hans S. Shroder, David Valentiner, Emily Kim, and Crystal L. Hoyt. Symposium held at the Association for Psychological Science annual meeting, San Francisco, CA.

O'Keefe, P. A. & Savani, K. (2016, May). *It's All in Your Head: Mindsets That Facilitate Goal Pursuit*. Presenters: Paul A. O'Keefe, Krishna Savani, Christopher Bryan, Timur Sevincer, and Hae Yeon Lee. Symposium held at the Association for Psychological Science annual meeting, Chicago, IL.

O'Keefe, P. A. (2014, February). *Interest: From Spark to Passion*. Presenters: Judith M. Harackiewicz, Chris S. Hulleman, Paul A. O'Keefe, and Robert J. Vallerand. Symposium held at the Society of Personality and Social Psychology annual meeting, Austin, TX.

O'Keefe, P. A. & Plante, I. (2011, April). *Developments in Interest Theory and Research*. Presenters: Suzanne Hidi, Paul A. O'Keefe, Isabelle Plante, and Carol Sansone. Discussant: K. Ann Renninger. Symposium held at the American Educational Research Association annual meeting, New Orleans, LA.

O'Keefe, P. A. (2011, January). *How Fit Facilitates: Motivational Benefits of Matching Person and Context*. Presenters: Judith M. Harackiewicz, E. Tory Higgins, Paul A. O'Keefe, and Justin Storbeck. Symposium held at the Society of Personality and Social Psychology annual meeting, San Antonio, TX.

INVITED PRESENTATIONS AND KEYNOTES

2026	Veteran Transitions Research Lab Summit, Duke University, panelist
2024	Veteran Transitions Research Lab Summit, Washington, DC, research talk
2024	University of Seville, Faculty of Psychology, workshop
2024	University of Vienna, Faculty of Psychology, seminar
2024	Western Governors University Labs, keynote
2023	London School of Economics and Political Science, Psychological and Behavioural Science Department, seminar
2023	University of Exeter, Department of Psychology, seminar
2023	Duke University, Fuqua School of Business, Veteran Transitions Research Lab Summit
2023	Carnegie Mellon University, Tepper School of Business, Organizational Behavior and Theory seminar
2023	University of Pennsylvania, Department of Psychology, seminar
2023	University of North Carolina, Chapel Hill, Public Policy, seminar
2022	University of Exeter, Business School, Department of Management seminar
2022	National University of Singapore, Business School, Management and Organisation seminar
2022	Prudential PLC, keynote address and panel participant
2022	Duke University, Department of Psychology, Social Psychology seminar
2019	London Business School, Mindsets and Organisational Transformation Conference
2018	University of Quebec, Montreal, Department of Psychology, Departmental Colloquium
2018	University of Quebec, Montreal, Department of Education, Departmental Colloquium
2018	Ministry of Education, Singapore, keynote address and panel participant
2015	National University of Singapore, Department of Psychology, seminar

2015	National University of Singapore, Business School, Management and Organisation, seminar
2014	Fordham University, Graduate School of Business, Leading People and Organizations, seminar
2013	University of Waterloo, Department of Management Sciences, seminar
2013	Southern Illinois University School of Medicine, Department of Medical Education, seminar
2010	Columbia University, Department of Psychology, Social Psychology, seminar
2009	Carnegie Mellon University and Learning Research Development Center (LRDC), co-sponsored seminar event
2009	Syracuse University, Department of Psychology, seminar
2009	Brandeis University, Department of Psychology, seminar
2009	New York University, Steinhardt School, Department of Electronic Communication and Technology, seminar
2009	New York University, Department of Psychology, Social Psychology seminar

CONFERENCE PRESENTATIONS †advisee

O'Keefe, P. A., & Horberg, E. J. (2026, August). *Wealthier People Prioritize Passion More in Career Decisions, Compounding Socioeconomic Privilege in Arts Industries*. Presented at the annual meeting of the Academy of Management, Philadelphia, PA, USA. (Showcase Symposium)

Savani, K., Madan, S., O'Keefe, P. A., & Morris, M. (2026, August). *Mindset About Cultural Learning for Expatriates*. Presented at the annual meeting of the Academy of Management, Philadelphia, PA, USA.

O'Keefe, P. A., & Horberg, E. J. (2026, July). *Creating Better Opportunities Through a Growth-Mindset-of-Opportunity*. Presented at the International Congress of Applied Psychology, Florence, Italy.

O'Keefe, P. A., & Horberg, E. J. (2026, July). *A "Growth Mindset of Opportunity" Intervention Boosts Progress Toward Career Goals After University*. Presented at the European Association of Social Psychology, Strasbourg, France.

O'Keefe, P. A., Toh, S.,† Horberg, E. J., Kosasih, F., & Suendermann, O. (2025, October). *A "Growth Mindset of Mental Health" Intervention Increases Self-Help Engagement on A Mental Health App*. Presented at the Society of Experimental Social Psychology, Lisbon, Portugal.

O'Keefe, P. A. & Horberg, E. J. (2025, July). *Rich Boss, Poor Boss: The Role of Managers' Financial Security in Harsher Evaluations of Employees Who Lack Passion*. Presented at the Academy of Management, Copenhagen, Denmark. (Showcase Symposium)

O'Keefe, P. A. (2024, September). *Bridging the Gap: Applying Psychological Insights to Support Veteran Transitions*. Presented at the Veteran Transitions Research Lab Summit, Washington DC, USA.

O'Keefe, P. A., Ramya, S. M.,† & Horberg, E. J., (2024, August). *A Growth-Mindset-of-Interest Intervention Helps Learners Seize New Educational Opportunities*. Presented at the International Conference on Motivation, Bern, Switzerland.

O'Keefe, P. A., Horberg, E. J., Dweck, C. S., & Walton, G. M. (2023, August). *Boosting STEM Interest Among Liberal Arts Undergraduates with a Brief Growth-Mindset Intervention*. Presented at EARLI, Thessaloniki, Greece.

O'Keefe, P. A. (2023, April). *Climbing Out of Poverty: The Roles of Implicit Theories of Opportunity.* Presented at the Center for Effective Global Action, University of California, Berkeley, CA.

O'Keefe, P. A. (2022, October). *Implicit Theories of Opportunity: Mindsets that Predict Whether People Pave their Own Paths to Success*. Presented at the annual meeting of the Society of Experimental Social Psychology, Philadelphia, PA.

O'Keefe, P. A., Horberg, E. J., Dweck, C. S., & Walton, G. M. (2022, August). *A Brief Intervention Portraying Interests as Developed, Not Fixed, Raises STEM Interest and Grades*. Presented at the biannual meeting of the International Conference on Motivation, Dresden, Germany.

O'Keefe, P. A., Horberg, E. J., Dweck, C. S., & Walton, G. M. (2020, September). *A Brief Intervention Portraying Interests as Developed, Not Fixed, Raises STEM Interest and Grades*. Presented at the biannual meeting of the International Conference on Motivation, Dresden, Germany. (Conference cancelled due to COVID-19 pandemic)

O'Keefe, P. A., Horberg, E. J., Sabherwal, A.,† Ibasco, G.,† & Zainal, A.† (2020, April). *A Growth Theory of Interest Enhances Integrative Thinking that Bridges the Arts and Sciences*. Presented at the annual meeting of the American Educational Research Association, San Francisco, CA. (Conference cancelled due to COVID-19 pandemic)

O'Keefe, P. A., Horberg, E. J., & Sabherwal, A.† (2019, May). *Transcending Boundaries: How a Growth Theory of Interest Promotes Interdisciplinarity*. Presented at the annual meeting of the Association for Psychological Science, Washington, D.C.

O'Keefe, P. A., Horberg, E. J., Dweck, C. S., & Walton, G. M. (2018, August). *Developing New Academic Interests in College by Promoting a Growth Theory of Interest*. Presented at the biannual meeting of the International Conference on Motivation, Aarhus, Denmark.

O'Keefe, P. A., Horberg, E. J., Dweck, C. S., Walton, G. M. (2018, May). *A Brief Implicit Theory Intervention Increases Interest and Learning in Math*. Presented at the Association for Psychological Science annual meeting, San Francisco, CA.

O'Keefe, P. A., Lee, F., & Dweck, C. S. (2018, May). *Implicit Theories of Opportunity: When Opportunity Fails to Knock, Keep Waiting or Build a Door?* Presented at the annual meeting of the Society for the Study of Motivation, San Francisco, CA.

Sabherwal, A.,† Zainal, A.,† & O'Keefe, P. A. (2017, June). *Interest Mindsets: Examining the Mindset of Innovation*. Presented at the annual Singapore Conference on Applied Psychology, Singapore, Singapore.

O'Keefe, P. A., Lee, F., & Dweck, C. S. (2017, January). *Implicit Theories of Opportunity*. Presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

O'Keefe, P. A. (2016, August). *Implicit Theories of Interest*. Presented at the biannual meeting of the International Conference on Motivation, Thessaloniki, Greece.

O'Keefe, P. A., Lee, F., & Dweck, C. S. (2016, May). *Implicit Theories of Opportunity*. Presented at the annual meeting of the Association for Psychological Science, Chicago, IL.

O'Keefe, P. A. (2015, August). *Implicit Theories of Interest*. Presented at the annual meeting of the Academy of Management, Vancouver, BC. (Showcase Symposium)

O'Keefe, P. A. (2015, May). *The Role of Interest in Optimizing Engagement*. Presented at the annual meeting of the Association for Psychological Science, New York, NY.

Plass, J. L., O'Keefe, P. A., Homer, B. D., Biles, M., & Frye, J. (2014, April). *Badges in Games for Learning and their Motivational and Cognitive Impact*. Presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.

O'Keefe, P. A., Dweck, C. S., & Walton, G. M. (2014, February). *Implicit Theories of Interest*. Presented at the annual meeting of the Society of Personality and Social Psychology, Austin, TX.

O'Keefe, P. A., Milne, C., Homer, B. D., Hayward, E., & Plass, J. L. (2012, April). *Learning from Multiple Representations in Chemistry Simulations: The Effect of Fixation Transitions on Learning Outcomes*. Presented at the annual meeting of the American Educational Research Association, Vancouver, British Columbia.

O'Keefe, P. A., & Linnenbrink-Garcia, L. (2011, April). *Interest and the Optimization of Self-Regulatory Resources*. Presented at the annual meeting of the American Educational Research Association, New Orleans, LA.

Plass, J. L., O'Keefe, P. A., Homer, B. D., Hayward, E., Stein, M. & Perlin, K. (2011, April). *Motivational and Educational Outcomes Associated with Solo, Competitive, and Collaborative Game Play*. Presented at the annual meeting of the American Educational Research Association, New Orleans, LA.

Linnenbrink-Garcia, L., Middleton, M., Ciani, K. D., Easter, M. A., & O'Keefe, P. A. (2011, April). *The Strength of The Relation Between Performance-Approach and Performance-Avoidance Goal Orientations: Theoretical, Practical, and Methodological Implications*. Presented at the annual meeting of the American Educational Research Association, New Orleans, LA.

O'Keefe, P. A., Dweck, C. S., Shah, J. Y., & Linnenbrink-Garcia, L. (2011, January). *The Situational Adaptiveness of Implicit Theories of Intelligence*. Presented at the annual meeting of the Society of Personality and Social Psychology, San Antonio, TX.

O'Keefe, P. A. & Dweck, C. S. (2010, December). *Beliefs About Intelligence: Self-Evaluation and Self-Protection*. Presented at the International Society of Intelligence Research, Alexandria, VA.

O'Keefe, P. A., Messersmith, E. E., & Linnenbrink-Garcia, L. (2009, April). *The Facilitation of Fit: Interactive Effects of Achievement Goal Orientations and Classroom Goal Structures*. Presented at the annual meeting of the American Education Research Association, San Diego, CA.

MEDIA COVERAGE

My research has been featured in numerous popular books and media outlets, including:

The New York Times, *Washington Post*, *The Atlantic*, *Harvard Business Review*, *BBC*, *Forbes*, *ABC Australia*, *CTV News* (Canada), *CBC Radio* (Canada), *Scientific American*, *American Scientist "Wired For This"* podcast, *Newsweek*, *CNBC*, *Inside Higher Education*, *VICE*, *Quartz*, *Channel NewsAsia (CNA)*, *Entrepreneur*, *Inc.*, *Psychology Today*, *Business Insider*, *ELLE*, *Medium*, *Times Higher Education*, *Women's Health*, *World Economic Forum*, *MSN Money*, *WGN Chicago*, *Big Think*, *The Financial Times*, *Huffington Post*, *The Times of India*, *The Straits Times*, and *Yahoo! Finance*

An abridged list of coverage can be found at www.paulokeefe.com.

FELLOWSHIPS AND AWARDS

2021–	Fellow, Society of Experimental Social Psychology (SESP)
2021	Finalist, Early Career Teaching Award, Yale-NUS College
2020	Finalist, Early Career Teaching Award, Yale-NUS College
2017	Nominated, Early Career Researcher Award, Yale-NUS College / National University of Singapore
2011–2014	Ruth L. Kirschstein National Research Service Award (NRSA) for Individual Postdoctoral Fellows, National Institute of Child and Human Development, National Institutes of Health
2009–2011	Interdisciplinary Postdoctoral Research Training (IPoRT) Fellowship in the Educational Sciences, Institute of Educational Sciences
2009	Vertical Integration Fellowship, Duke University

2009	Motivation SIG Graduate Student Award, American Education Research Association
2009	Graduate Student Travel Award, Duke University
2008	Vertical Integration Fellowship, Duke University
2008	James B. Duke Research Fellowship, Duke University
2008	Motivation SIG Graduate Student Award, American Education Research Association
2008	Graduate Student Travel Award, Duke University
2007–2008	Sulzberger-Levitan Social Policy Endowed Research Fellowship, Sanford School of Public Policy, Duke University
2006–2007	Spencer Foundation Education Science and Policy Fellowship
2006	Claire Hamilton Travel Award, Duke University
2005	Claire Hamilton Travel Award, Duke University
1999–2000	California Teachers Association Scholarship, California Teachers Association
1998–1999	California Alumni Leadership Scholarship, University of California, Berkeley

EDITORIAL BOARDS AND OTHER PROFESSIONAL SERVICE

2023–	Associate Editor, *Journal of Experimental Psychology: General*
2021–2022	Guest Editor, *Journal of Experimental Psychology: General*
Ad hoc reviewer	*American Psychologist*, *Basic and Applied Social Psychology*, *Canadian Journal of Behavioural Science*, *Contemporary Educational Psychology*, *Developmental Psychology*, *Educational Psychology*, *Educational Researcher*, *Journal of Applied Social Psychology*, *Journal of Educational Psychology*, *Journal of Experimental Psychology: General*, *Journal of Experimental Social Psychology*, *Journal of Organizational Behavior*, *Journal of Personality and Social Psychology*, *Learning and Individual Differences*, *Learning and Instruction*, *Motivation and Emotion*, *Organizational Behavior and Human Decision Processes*, *Personality and Social Psychology Bulletin*, *Psychological Review*, *Self and Identity*, *Teaching and Learning in Medicine*
2026–	Director of Research, Department of Management, Organisational Behaviour & HRM Area Group, University of Exeter Business School
2026–2027	Faculty Mentor for the Junior Researchers (JURE) program, European Association for Research on Learning and Instruction (EARLI)
2025	Internal Review Panel Member, Veteran Transitions Research Lab Duke University, USA
2023	Diversity Mentor, Society for Experimental Social Psychology (SESP)

2023	Internal Review Panel Member, National Science Foundation (NSF), USA
2022	Internal Review Panel Member, Tertiary Education Fund Grant, National University of Singapore, Singapore
2019–2021	Committee for Faculty Affairs, Yale-NUS College
2019–2020	Psychology Faculty Search Committee, Yale-NUS College
2018	Head of Studies (Psychology), Yale-NUS College
2018	Dean of Faculty Search Committee, Yale-NUS College
2017–2018	Committee for Faculty Affairs, Yale-NUS College
2017	Internal Review Panel Member, Tertiary Education Fund Grant, National University of Singapore, Singapore
2017	Diversity Mentor, Society for Personality and Social Psychology (SPSP)
2016	Head Librarian Search Committee, Yale-NUS College
2015–2016	Committee for Faculty Affairs, Yale-NUS College
2014–2015	Teaching, Learning, and Assessment Committee, Yale-NUS College
2012–2014	Director, Stanford Social Psychology Lab, Department of Psychology, Stanford University
2010–2011	Program committee member, Society for the Study of Motivation

OTHER RESEARCH AFFILIATIONS

2023–	Team Scientist, Behavior Change for Good Initiative, University of Pennsylvania (bcfg.wharton.upenn.edu)
2023–	Research Affiliate, Veteran Transitions Research Lab, Duke University and UC Santa Barbra (www.dukevtrl.com)
2023–	Research Staff, Exeter Center for Leadership, University of Exeter Business School
2022–	Co-Investigator, Healthy Longevity (HELO) Survey, Yong Loo Lin School of Medicine, NUS (helo-nus.com)
2016–2024	Core Faculty Member, Institute for Applied Learning and Educational Technology (ALSET), NUS
2020–2024	Research Associate, Centre for Family and Population Research, NUS
2011–2014	Director, Stanford Social Psychology Lab

MEMBERSHIPS

Academy of Management (AOM)
- Member, Organizational Behavior Division
- Member, Diversity, Equity, and Inclusion Division

American Educational Research Association (AERA)
- Member, Motivation SIG

American Psychological Association (APA)
Association for Psychological Science (APS)
European Association for Research on Learning and Instruction (EARLI)
International Association of Applied Psychology (IAAP)
International Society for Intelligence Research (ISIR)
Society for Personality and Social Psychology (SPSP)
Society for the Study of Motivation (SSM)
Society of Experimental Social Psychology (SESP)

The New York Academy of Sciences (NYAS)

RESEARCH ADVISING

Yale-NUS College was an undergraduate institution where I spent the majority of my career; therefore, most of my advisees have been undergraduates

Senior Research Fellow

- E. J. Horberg, Ph.D. (2016–), University of Exeter Business School

Postdoctoral Fellows

- Emily Kim, Ph.D. (2017–2018)
  - Assistant Professor of Psychology, Ajou University, South Korea
- Ramya Sakthivel, Ph.D. (2023–2025), Yale-NUS College/NUS
  - Assistant Professor, Jönköping International Business School, Sweden

Doctoral Students

- Linh Ha To, MRes (2025–), University of Exeter Business School

Master's Fellows

- Rebecca Reidmayer, M.Sc. (2017)
  - Consultant, Boston Consulting Group
- Lim Chun Hui, M.A. (2018–2022)
  - Ph.D. candidate in social psychology, Stanford University
- Chin Yat Chiu, M.Sc., University of Exeter Business School (2023–2024)
- Xinhe Wang, M.Sc., University of Exeter Business School (2023–2024)

Post-Baccalaureate Advisees

- Erin Yumei (2015), Research Coordinator
  - Associate, Milken Institute
- Benjamin Chong (2023–2026), research advisee
- Sean Han Yang Toh (2022–), research advisee on project with Intellect
  - Ph.D. candidate in clinical psychology at Harvard University

Undergraduate Research Assistants and Capstone Advisees

- Lee Yun See Crystal (2015), Research Assistant
  - Research Assistant, Yale-NUS College
- Lim Chu Hsien (2015), Research Assistant
  - M.D. student at Duke-NUS Medical School
- Bernie Chen (2015), Research Assistant
  - Summer Research Program Fellow and advisee
  - Principal at Silicon Foundry
- Peter Ooi Teik Aun (2015), Research Assistant
  - Associate at Blackpeak
- Daryl Tan (2015), Research Assistant
  - Research Assistant

- Yan Lin Ho (2015), Research Assistant
    - Management Associate, Institute of Mental Health, Singapore
- Xiao Hui Ng (2015–2016; NUS Psychology Department), capstone advisee (co-advised with Lile Jia)
- Ryan Mak (2016), Visiting Research Assistant from University of Michigan
    - People Experience Lead, Global Consumer Bank Compensation at Citi
- Adlin Zainal (2016–2017), Research Assistant and co-author
    - Research Assistant, INSEAD, Singapore campus
- Anandita Sabherwal (2016–2018), Research Assistant, co-author, and capstone advisee
    - Recipient of the Yale-NUS best capstone award
    - Summer Research Program Fellow and advisee
    - MPhil in social psychology, Cambridge University
    - Ph.D. in social psychology, London School of Economics and Political Science
    - Postdoc, Princeton University and Boston College
- Gabrielle Ibasco (2016–2018), Research Assistant, co-author, and capstone advisee
    - Recipient of the Yale-NUS best capstone award
    - Summer Research Program Fellow and advisee
    - Research Assistant, Nanyang Technological University
    - Ph.D. candidate in social psychology at the University of British Columbia
- Christabelle Ong (2019–2020), capstone advisee
    - M.P.H. in Public Health, Yale University
- K. S. (2019–2020), capstone advisee
- Erica Fang (2019–2020), Research Assistant and capstone advisee
    - Summer Research Program Fellow and advisee
- Tng Pei Ling (2020–2021), capstone advisee
    - Recent Yale-NUS graduate
- Zhenglong Wong (2020–2021), Research Assistant and capstone advisee
    - Recent Yale-NUS graduate
- May Wang (2021), Research advisee
    - Summer Research Program Fellow and advisee
- Jannell Job (2021–2022), capstone advisee
- Nisha Selwyn (2021–2022), capstone advisee
    - Economist at Grab
- Amrita Kaur Dhillon (2021–2022), capstone advisee
- Hun Kang (2021–2022), capstone advisee
    - M.P.H. in Public Health at Yale University
- Misaki Tan (2022–2023), capstone advisee
- Ivy Yen-Wen Liao (2022–2023), capstone advisee
    - M.P.H. at Yale University
    - Recipient of the Yale-NUS best capstone award
- Cheng-Kai Sheu (2022–2023), capstone advisee
- Jane Lee Puei Yee (2019–2023), research advisee
    - MSc candidate, Social Cognition at UCL
- Meherwan Patel (2023–2024), research advisee

DOCTORAL THESES AND QUALIFYING EXAM COMMITTEES

- Luise Hönig, Department of Psychology, University of Vienna, 2026
- James Khang Nguyen Lam Duong, University of Exeter Business School, 2026
- Li Ying, Ph.D., Department of Psychology, National University of Singapore, 2022
- Ong Xiang Ling, Ph.D., Department of Psychology, National University of Singapore, 2020

TEACHING AND CURRICULUM DEVELOPMENT

University of Exeter Business School

- Leadership and Global Challenges (graduate)
- Leading in International Contexts (undergraduate)
- Confronting Social Injustice in Organizations (undergraduate; forthcoming)

Yale-NUS College

- Introductory Social Psychology
- Confronting Social Injustice with Social Psychology
- Goals and Motivation Seminar
- Social Psychology Laboratory (research methods and design)
- Quantitative Reasoning
- Comparative Social Inquiry
- Motivating Landscapes: A Multidisciplinary Exploration of the Complex Himalayan Terrain (2-week intensive course on motivation and Earth science taught while trekking the Annapurna Circuit in Nepal)
- Apartheid in South Africa: Understanding the Psychological and Political Mechanisms of Prejudice and Discrimination (1.5-week intensive course in Cape Town and Johannesburg)

Yale Centre Beijing

- This is How Your Mind Works (6-session program on social psychology, co-taught with Paul Bloom, Ph.D., University of Toronto); https://centerbeijing.yale.edu/node/637

New York University

- Measuring Engagement (graduate course; co-instructor with Dr. Jan L. Plass)

Duke University

- Introductory Psychology
- Introductory Social Psychology

REFERENCES

Carol S. Dweck, Ph.D.
Lewis & Virginia Eaton Professor
Department of Psychology

Stanford University

Angela Duckworth, Ph.D.
Rosa Lee and Egbert Chang Professor
Department of Psychology
University of Pennsylvania

Gregory M. Walton, Ph.D.
Professor
Bass University Fellow in Undergraduate Education
Department of Psychology
Stanford University