

## CURRICULUM VITAE

CARSTEN K.W. DE DREU

### SUMMARY

Carsten K.W. De Dreu is full professor at Leiden University (Social and Organizational Psychology), at the Center for Experimental Economics and Political Decision Making (CREED) at the University of Amsterdam, and Distinguished Research Fellow at the University of Oxford. He is an elected fellow of several learned societies, including the *Society for Personality and Social Psychology*, *Association for Psychological Science*, and the *Royal Netherlands Academy of Sciences*. He is a former president of the *International Association for Conflict Management* (2001), and the *European Association for Social Psychology* (2008-2011). His scientific research and teaching focuses on the neurobiological and psychological underpinnings of cooperative decision making, conflict regulation, group decision making, and creativity. On these and related topics he published widely in scientific journals such as *Science*, *Proceedings National Academy of Sciences*, *Psychological Bulletin*, *Journal of Applied Psychology*, and *Journal of Personality and Social Psychology*. For his work he received several awards, including most influential article awards from the *Academy of Management* (2009, 2010), the William Owens Scholarly Achievement Award from the *Society of Industrial and Organizational Psychology* (2014), the 2014 Kurt Lewin Medal for mid-career achievements in social psychology from the *European Association of Social Psychology*, and the 2015 KNAW-Hendrik Muller Award for his contributions to the Social and Behavioral Sciences. De Dreu attracted over 5M€ in external research funding, and supervised 9 postdoctoral and 29 PhD students.

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**PERSONAL DATA**

Carsten Karel Willem De Dreu

Born July 6, 1966; Male, Dutch nationality

Married, three children

PhD. Psychology (cum laude), June 1993, University of Groningen, The Netherlands

MSc. Psychology, June 1989, University of Groningen, The Netherlands

VWO Diploma, June 1984, Christelijke Scholengemeenschap Assen, the Netherlands

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**POSITIONS**

- 2016 – Professor of Social and Organizational Psychology, Department of Psychology, Leiden University, The Netherlands
- 2016 – Distinguished Research Fellow, Oxford Martin School/Uehiro Center for Practical Ethics, University of Oxford, United Kingdom
- 2015 – Professor of Behavioral Economics, Center for Experimental Economics and Political Decision Making (CREED), University of Amsterdam, The Netherlands
- 2015 – 2016 Rector's Fellow, Netherlands Institute for Advanced Sciences, The Hague, Netherlands
- 1998 – 2015 Professor of Organizational Psychology, Department of Psychology, University of Amsterdam, The Netherlands
- 2008 Visiting Professor, Department of Psychology, Leiden University, the Netherlands.
- 2008 (Spring) Visiting Professor, Department of Psychology, Universidad de Granada, Spain.
- 2005 (Fall) Scholar in Residence; Northwestern University, Kellogg School of Management; Evanston, IL, USA.
- 1997 (Fall) Visiting Affiliate; Graduate School of Industrial Administration, Carnegie Mellon University, Pittsburgh, PA, USA.
- 1995 (Fall) Visiting Researcher, Yale School of Management, New Haven, CT, USA
- 1994 -- 1999 Research Fellow of the Royal Netherlands Academy of Sciences; University of Groningen (1994-1996) and University of Amsterdam (1996-1999);
- 1995 – 1997 Adjunct Professor; Faculté de Psychologie, Université Catholique de Louvain-la Neuve, Belgium (2 days/month).
- 1990 – 1993 Ph.D student (AiO) in Social and Organizational Psychology; Department of Psychology, University of Groningen, The Netherlands.
- 1991 Fulbright Fellow; Department of Psychology, University of Illinois at Urbana-Champaign, USA.

1989 (Fall) European Cultural Council Research Fellow; Faculté de Psychologie, Université de Genève, Switzerland.

**PROFESSIONAL AFFILIATIONS**

Association of Psychological Science (elected fellow)  
American Psychology Association (international affiliate);  
Dutch Association for Social Psychology (full member);  
Dutch Association for Work and Organizational Psychology (full member);  
European Association for Decision Making (full member);  
European Association for Social Psychology (full member; past treasurer and president);  
Royal Netherlands Academy of Sciences (KNAW; elected fellow);  
Society for Personality and Social Psychology (elected fellow);  
Society for Experimental Social Psychology (elected fellow);  
Society for Industrial and Organizational Psychology (elected fellow).

### ADMINISTRATIVE ROLES AND RESPONSIBILITIES

- Nederland-Vlaamse Accreditatie Onderwijs (KNAW Committee on Research Masters), Member (2015).*  
*KNAW Election Evaluation Committee, Member (2015).*  
*Chair of the Jury of the 2015 KNAW-Ammodo Award (Social Sciences; 2x €300.000).* Awarded to two mid-career scientists with an outstanding track record of innovative and impactful scientific research in the social and behavioral sciences.  
*Chair of the Jury of the David van Lennep Scriptieprijs* awarded by the Netherlands Association for Applied Psychology for the best Dutch Masterthesis in Work and Organizational Psychology (NSvP) (2014, 2015, 2016).  
*Chair of the Jury of the Nationale Profielwerkstukprijs (best National High School Thesis), Royal Netherlands Academy of Sciences (2013).*  
*European Research Council.* Reviewer and Panel Member (ERC-Synergy, ERC-Consolidator, 2013 onwards).  
*Chair, Social and Personality Psychology Consortium (2010 – 2013).* Member and Chair of the governing board of Social Psychological and Personality Science, a scientific journal published by Sage on behalf of four learned societies (EASP, ARP, SPSP, SESP).  
*Committee Scientific Integrity Radboud Universiteit Nijmegen (2011, Fall).* Member Ad Hoc *Advisor Academic Research (2010 – 2012; 0.5fte).* Primary advisor to the Board of the University of Amsterdam on academic research and development. Key areas include Research Quality Assessment, Development of Research Priority Areas, and the Science-to-Practice Transfer.  
*President, European Association for Social Psychology (elected) (2008 – 2011);*  
*Senate, University of Amsterdam (2008 – 2013)* (advisory board to the Chancellor). Member.  
*NORFACE Expert Committee (Member).* Preparing a Call for Conflict Research for Social and Behavioral Research Councils of 12 EU-member states (2007). Proposal declined.  
*Founder and Co-director (with Maarten Hajer) of the Amsterdam Center for Conflict Studies (2005 – 2007).* ACS is a multidisciplinary network of faculty and students at the University of Amsterdam interested in conflict research and practice at any level of analysis.  
*Treasurer, European Association for Social Psychology (elected) (2005 – 2008);*  
*Chair NWO-MaGW-verkenningcommissie “Conflict & Security.” (2004 – 2005; and 2006 -- 2007).* Exploring the possibility of having “conflict” as a general, strategic theme for grant funding. The theme was accepted as part of NWO general strategic plan and funded with 12M€. *Chair Research Master in Psychology (2004 – 2005).* Building the two-year research master in psychology at the University of Amsterdam.  
*Scientific Director Kurt Lewin Graduate School (2005 – 2008).* Responsible for the functioning and development of the KLI, chair of the executive committee, reporting to the board. In 2005 the KLI was re-accredited by the Royal Netherlands Academy of Sciences, and received the Jean-Paul Codol service award from the European Association for Experimental Social Psychology.  
*Program Director Conflict Management, Amsterdam-Nyenrode Law School (2002 – 2003).* Responsible for the design and content of a modular course on conflict management for professionals; not implemented.  
*Head of Department of Psychology, University of Amsterdam (2001 – 2002).* Responsible, ad interim, for academic personnel and related administrative tasks.  
*President (elected) of the International Association for Conflict Management (2000 – 2002)* Responsible for the organization of the societies’ annual meeting (june 2002), chair of the board of directors, chair of various committees.

*Director of Research*; Kurt Lewin Graduate School (2000 – 2002)

Chair of the Research Committee reviewing applications for PhD research and PhD students' annual progress reports; member (ad hominem) of the Executive Committee of the Kurt Lewin Graduate School

*Program Director Organizational Psychology Unit* (Univ of Amsterdam; 1998 – 2007; 2012)

Responsible for the research and teaching profile of the unit (approx. 10 faculty, 10 PhD students, and 200 undergraduate students, 1 secretary and 0.5 research assistant), responsible for personnel management and budget (university, NWO), contract research and teaching.

*Representative-at-Large*; (elected) Academy of Management, Conflict Management Division (1999 – 2000).

*Secretary* of the Social and Organizational Psychology Committee of the Dutch National Science Foundation (NWO) (1995 -- 1998). Duties: Grant reviewing; organizing meetings with applicants and reviewers

*Program Chair* of the 8th Annual Meeting of the International Association for Conflict Management, Copenhagen, Denmark, June 11 - 14, 1995 (with Laurie Weingart). Responsible for the conference program and organization of the annual meeting.

*Board member of*

Social and Personality Psychology Consortium (2009 – 2011; as Chair, 2012 – 2013).

European Association for Social Psychology (2005 – 2008, as Treasurer)

Nederlandse Stichting voor Psychotechniek (NSvP) (2002 – 2008).

Dutch society for work and organizational psychology (WAOP) (1999 – 2003).

Amsterdam Institute for Work Studies (AIAS) (1998 – 2004).

Kurt Lewin Graduate School (1998 – 2000; 2002 – 2004).

NWO-panels for grant allocation; Psychology Program (1998, 1999).

Teaching committee of the Kurt Lewin Graduate School (1995 – 1998).

(elected) International Association for Conflict Management (1995 – 1997).

## AWARDS AND HONORS

- Distinguished Research Fellow* (2016), affiliated with the Oxford Martin School, University of Oxford
- Hendrik Muller Award* (2015). Royal Netherlands Academy of Sciences/Hendrik Muller Vaderlandsch Fonds (bi-annual award for scientific contributions to social and behavioral sciences).
- Kurt Lewin Medal* (2014), European Association for Social Psychology (tri-annual mid-career award for scholarly achievement in [European] social psychology).
- Best Paper Award* for M. Roskes, C.K.W. De Dreu, & B.A. Nijstad (2014). From the Dutch Kurt Lewin Graduate School for Social Psychology, awarded to best article with PhD student as lead author
- William A. Owens Scholarly Achievement Award* (2014) for "Conflict Cultures in Organizations: How Leaders Shape Conflict Cultures and Their Organizational-Level Consequences" (*Journal of Applied Psychology*, 2012 [with Gelfand, Leslie, & Keller]).
- Fellow*, (elected) Society for Personality and Social Psychology (2013).
- Fellow*, (elected) Royal Netherlands Academy of Sciences (2012).
- Best Paper Award* (runner-up) for S. Shalvi, M. Handgraaf & C.K.W. De Dreu (2012). From the Dutch Kurt Lewin Graduate School for Social Psychology, awarded to best article with PhD student as lead author
- Best Student Paper Award* for S.Kleibeuker, .... C.K.W. De Dreu & E.A. Crone, *Cognitive Neuroscience Society*, Chicago 2011
- Best Paper Award*, International Association for Research in Economic Psychology, Cologne 2010 for Shalvi, S., Dana, J., Handgraaf, M.J.J., & De Dreu, C.K.W. Justified ethicality: observing desired counterfactuals modifies ethical perceptions and behavior.
- Most Influential Article Award*, Academy of Management, Montreal 2010 for Van Kleef, G.A., De Dreu, C.K.W., & Manstead, A.S.R. (2004). The interpersonal effects of anger and happiness in negotiations. *Journal of Personality and Social Psychology*, 86, 57-76.
- Best Paper Award*, Academy of Management Congress Montreal 2010, Conflict Management Division for M. Gelfand, L. Leslie, Keller, & C.K.W. De Dreu (2010). *Cultures of Conflict: How Leaders and Members Shape Conflict Cultures in Organizations*.
- Best Paper Award*, Kurt Lewin Conference 2010 for Baas, M., De Dreu, C.K.W., & Nijstad, B.A. (2008). A meta-analysis of 25 years of research on mood and creativity: Hedonic tone, activation, or regulatory focus? *Psychological Bulletin*, 134, 779-806.
- Fellow*, *Association for Psychological Science* (2010). Elected.
- Most Influential Article Award*, Academy of Management, Chicago 2009 for C.K.W. De Dreu & L.R. Weingart (2003), Task versus relationship conflict and team performance: A meta-analysis. *Journal of Applied Psychology*, 88.
- Fellow*, *Society of Industrial and Organizational Psychology* (2009). Elected.
- Mind Gym 2009 Award* for Harinck, F., & De Dreu, C.K.W. (2008). Take a break! Or not? The impact of mindsets during breaks on negotiation processes and outcomes. *Journal of Experimental Social Psychology*, 44, 397 – 404.
- ASPO Best Paper Award*. 2008 Conference paper award by the Dutch Association for Social Psychology for M. Baas, C.K.W. De Dreu, & B.A. Nijstad (2008). *De effecten van boosheid en verdriet op creativiteit* (effects of anger and sadness on creativity).
- Outstanding Book Award* (2008) of the International Association for Conflict Management for “methods in negotiation research” (with Peter Carnevale, Martinus Nijhoff Publishers, 2006).
- Best Paper Award* (2008) of the International Association for Conflict Management for “long-term effects of anger in negotiation: retaliation or spill-over?” (with Gerben van Kleef).
- Best Paper Award* (2006) of the International Association for Conflict Management for best paper first

- authored by a graduate student for: Homan, A.C., Van Knippenberg, D., Van Kleef, G.A., & De Dreu, C.K.W. (2006). Bridging faultlines by valuing diversity: The effects of diversity beliefs on information elaboration and performance in diverse workgroups.
- KLI Best Paper Award* (2006, honourable mention) for Van Kleef, G.A., De Dreu, C.K.W., & Manstead, A.S.R. (2004). The Interpersonal effects of anger and happiness in negotiations. *Journal of Personality and Social Psychology*, 86, 57-76.
- Best Paper Proceedings* of the 2002 Academy of Management Meetings (Task versus Relationship Conflict: A Meta-analysis; with Laurie Weingart).
- Outstanding Article Award* (2002) presented by the International Association for Conflict Management in 2002 for De Dreu, C.K.W., Weingart, L.R., & Kwon, S. (2000). Influence of social motives on integrative negotiation: A meta-analytical review and test of two theories. *Journal of Personality and Social Psychology*, 78, 889–905.
- Conference Award* (2002) of the International Association for Conflict Management for best paper first authored by a graduate student for: Van Kleef, G.A., & De Dreu, C.K.W., & Manstead, A.S.R. "Interpersonal consequences of the opponent's emotions in negotiation."
- Best Paper Award* (2001) of the International Association for Conflict Management for best paper first authored by a graduate student for: Steinel, W., & De Dreu, C.K.W. "Tom Sawyer, poker face, and speaking frankly: Influence of motivational goals on lying and deception in social interaction."
- Best Paper Award* (2000) of the International Association for Conflict Management for best paper first authored by a graduate student for: Beersma, B., & De Dreu, C.K.W. "Integrative and distributive negotiation in small groups: Effects of task-structure, decision rule and social motivation"
- Outstanding Article Award* (2000) of the International Association for Conflict Management for: De Dreu, C.K.W., Giebels, E., & Van de Vliert, E. (1998). Social motives and trust in integrative negotiation: Disruptive effects of punitive capability. *Journal of Applied Psychology*, 83, 408-422
- Early Academic Career Award* (Jaspars Lecture, EAESP, Gmunden, Austria, 1996).
- Best Empirical Paper Award* (9th conflict management congress, Ithaca, NY, 1996) awarded to: De Dreu, C.K.W., Koole, S.L., and Oldersma, F.L. "Use of heuristic cues in negotiation: A motivated information processing approach"
- Snijders-Kouwerprijs* (Heymans Institute, Groningen, 1995) awarded to: De Dreu, C.K.W., Carnevale, P.J.D., Emans, B.J.M., & Van de Vliert, E. (1994). Effects of gain-loss frames in negotiation: Loss aversion, mismatching, and frame adoption. *Organizational Behavior and Human Decision Processes*, 60, 90-107 (Runner-Up).
- Outstanding Dissertation Award* (Int. Ass. for Conflict Management, 1994).
- Best Paper Award*, (5th conflict management congress, Minneapolis, 1992) awarded to: De Dreu, C.K.W., Carnevale, P.J.D., Emans, B.J.M., & Van de Vliert, E. "Gain-loss frames and communication in bilateral negotiation."



## TEACHING, TRAINING, AND MENTORING

### POST DOCTORAL FELLOWS

9. **Jörg Gross** (2015 – 2017). Netherlands Science Foundation 432.08.002
8. **Gosia Gocłowska** (2012 – 2017). Marie Curie IntraEuropean Fellowship
7. **Mariska E. Kret** (2011 – 2015). FMG-Priority Grant Affect Regulation; VENI-laureate; now Assistant Professor, Leiden University
6. **Alfred Zerres** (2012 – 2013). Fellow, Hendrik Casimir/Royal Neth Acad Sciences; now Assistant Professor, Business and Economics, University of Amsterdam
5. **Shaul Shalvi** (2011 – 2012). Netherlands Science Foundation; now Associate Professor Behavioral Economics and Psychology, Amsterdam School of Economics, University of Amsterdam.
4. **Femke S. ten Velden** (2010–2011). Research Grant from the Dutch Judicial Council; now Assistant Professor, Psychology, University of Amsterdam
3. **Myriam Bechtoldt** (2007 – 2009). SUS.DIV FP-6 Network of Excellence; now Full Professor, Goethe Universität Frankfurt (Germany)
2. **Bernard A. Nijstad** (2000 – 2002). Internally funded; now Full Professor, Business and Economics, University of Groningen; VENI-VIDI-VICI laureate
1. **Bianca Beersma** (2000 – 2003). Netherlands Organization for Scientific Research; now Full Professor, Organizational Behavior, Free University (Amsterdam). VENI-laureate

### PH.D STUDENTS

32. **Michael J Giffin** (started 2016). Neurobiological foundations of strategic aggression in economic contests. Leiden University
31. **Eliska Prozaschova** (started 2015, with ME Kret). Neural and behavioral correlates of pupil dilation in humans. Leiden University.
30. **Rima-Maria Rahal** (started 2014, with S. Fiedler). Cognitive markers of social preferences in intergroup competition (Rima-Maria is based at the Max Planck Institute for Collective Goods, Bonn, Germany).
29. **Nathalie Boot** (started 2013; with Baas and Van Gaal). Neural bases of creativity.
28. **Tim R.W. De Wilde** (started 2013; with Ten Velden). Group decision making.
27. **Yujie Cheng** (started 2012; with Baas). Creative cognition under threat.
26. **Bart de Vries** (started 2007; with de Hoogh). Leadership and decision making in crises (Bart is based in Berenschot Consulting, Utrecht, The Netherlands).
25. **Sietske Kleibeuker** (2010 – 2015; with Crone). Neurocognitive correlates of creativity across the lifespan (defend February 2016). Leiden University.
24. **Seval Gündemir** (with Homan and Van Vugt). Ethnic minorities, diversity, and leadership endorsement (Defended Jan 30 2015). Now RUBICON-laureate at Columbia University.
23. **Ozum Saygi** (with Van Kleef). Intra- and Intergroup conflict II (Defended Feb 6 2015).
22. **Hillie Aldering** (with Van Kleef). Parochial and universal cooperation in intergroup conflict (Defended Nov 27, 2014). Now Assistant Professor, University of Amsterdam.
21. **Daniel Slight** (with Nijstad). Dissertation: The Functionality of Creativity. Defended Oct 2 2013). Now independent researcher and consultant.
20. **Marieke Roskes** (with Nijstad). Dissertation: Motivational Orientation and Creativity: A Conservation of Energy Account (defended Feb 27 2013). Now Assistant Professor, Ben Gurion University, Israel
19. **Shaul Shalvi** (with Handgraaf). Dissertation: Ethical Decision Making: On balancing right and wrong.

(defended July 1, 2011; Distinction *Cum Laude*). Now Associate Professor, Ben Gurion University, Israel. ERC-starting Grant

*Dissertation Award (top 3)* from Society for Business Ethics in 2012.

18. **Ilona McNeill** (with Nijstad and Handgraaf). Dissertation: *Why we choose, how we choose, what we choose: The influence of decision initiation motives on decision making* (defended March 24, 2011). Now postdoctoral researcher, University of Perth, Australia.
17. **Matthijs Baas** (with Nijstad). Dissertation: *"The Psychology of Creativity: Moods, minds, and motives"* (defended March 25, 2010; Distinction *Cum Laude*). Now Assistant Professor, University of Amsterdam. VENI-laureate  
*Oustanding Dissertation Award*, Society for Experimental Social Psychology, 2011.
16. **Mauro Giacomantonio** ("Sapienza" University of Rome; with Mannetti). Dissertation: *"Now you see it, now you don't: Interests, positions, and psychological distance in integrative negotiation"* (defended March 12, 2009). Now Associate Professor, Sapienza University Rome.  
*Dissertation Award* was granted in 2011 by the Italian Association for Psychology
15. **Femke ten Velden** (with Beersma). Social and epistemic motivation in small group negotiation. Dissertation defended April 18, 2008. Now Assistant Professor, University of Amsterdam.  
*Dissertation Award (Finalist)* was granted by the *International Association for Conflict Management*, Kyoto, Japan, 2009.
14. **Rick van der Kleij** (with Rasker); Dissertation: *"Collaborative teamwork across time and space"* (defended November 13, 2007). Now senior researcher and consultant at TNO-Human Factors, Soesterberg, The Netherlands.
13. **Lotte Scholten** (with Nijstad and Van Knippenberg). Dissertation: *"Motivation matters: Motivated information processing in group and individual decision making."* Defended April 20, 2007. Now Senior Advisor Crisis Management, Amsterdam Fire Department.
12. **Astrid Homan** (with van Knippenberg); Dissertation: *"Harvesting the value in diversity: Examining the effects of diversity beliefs, cross-categorization, and superordinate identities on the functioning of diverse work groups"* (defended July 5, 2006). Now Associate Professor Professor, University of Amsterdam.
11. **Maria Dijkstra** (with Evers). Dissertation: *"Workplace conflict and individual well-being"* (defended Jan. 19, 2006). Now Assistant Professor, Free University, Amsterdam.
10. **Eric Rietzschel** (with Nijstad and Stroebe); Dissertation: *"From quantity to quality: Cognitive motivational and social aspects of creative idea generation and selection"* (defended Dec. 6, 2005). Now Assistant Professor, University of Groningen.
9. **Irene de Pater** (with van Vianen and Fischer); Dissertation: *Doing things right, or doing the right things"* (defended Nov. 8, 2005). Now Associate Professor, National University Singapore.
8. **Gerben A. van Kleef** (with Manstead); Dissertation: *"Emotions in social conflict: The interpersonal effects of emotions in negotiation. Defended November 26, 2004 (Distinction: cum laude). Now Full Professor, University of Amsterdam. VENI-laureate; VIDI-laureate*  
*Dissertation Award* was granted by the *International Association for Conflict Management*, Sevilla, 2005; and the Dutch Association for Social Psychology, Groningen, 2005; *Dissertation Award (Finalist)* was granted by the *Society for Experimental Social Psychology*, San Diego, 2005.
7. **Marjolein De Best-Waldhober**; Dissertation: *"Coördinatie in interdependente situaties."* Defended June 18, 2004. Now Senior Researcher, Energie Centrum Nederland.
6. **Wolfgang Steinel**; Dissertation: *"Strategic misrepresentation in social decision making."* Defended February 13, 2004. Now Assistant Professor, Leiden University, The Netherlands.
5. **Bianca Beersma**; Dissertation: *"Small Group Negotiation and Team Performance"* (defended May 8,

2002); Now Associate Professor, University of Amsterdam, The Netherlands. VENI-laureate  
*Dissertation awards were granted by the APA Division 49 (2003, winner), and SESP (2003, finalist).*

4. **Peter C. Rasker** (with Raaijmakers); Dissertation: “communication and performance in teams” (defended April 18, 2002); Now Department Head, Research & Development Unit Human Factors, TNO/Human Factors, Soesterberg
3. **Fieke Harinck**; Dissertation: “Conflict issue matters” (defended october 19, 2001). Now Assistant Professor, Leiden University, The Netherlands.
2. **Ellen Giebels** (with Van de Vliert). Dissertation: “What if this is as good as it gets: Alternative partners and social motives of negotiators.” (defended nov. 8, 1999). Now Full Professor, Twente University.
1. **Ernestine Gordijn** (with De Vries and Manstead). Dissertation: “Being persuaded or persuading oneself: The influence of numerical support on attitudes and information processing” (defended sept. 15, 1998). Now Full Professor, University of Groningen.

## GRADUATE TEACHING

PhD seminars take place within the context of the Kurt Lewin Graduate School for Social Psychology and its applications, in the form of two-day seminars or state of the art lectures on particular topics. I initiated or participated in the following:

- Kurt Lewin Seminar “Applying for Grants” (2015)
- Summerschool Max Planck Institute “Judgment and Decision Making” (Bonn, August 2014).
- Summerschool Max Planck Institute “Decision Making in a Fundamentally Uncertain World” (Jena, August 2009).
- Kurt Lewin Seminar “How to Review” (2008, 2009, 2010).
- Masterclasses on Group Decision Making, University of Granada (May 2008).
- Kurt Lewin Introductory Meeting: “Welcoming the new generation” (2005, 2006, 2007).
- Kurt Lewin Seminar “Classic and Contemporary Issues in Organizational Psychology” (2001 -- 2002)
- Kurt Lewin State of the Art Lecture “Negotiation,” (2000)
- Universite Blaise-Pascal Grenoble “conflict and organizational performance,” (1999).
- Universidad de Sevilla; “conflict” (2003, 2004, 2005).
- Kurt Lewin Workshop “Group Performance” (with Levine and Van Lange), (1998).
- Kurt Lewin Workshop “Conflict in Groups” (with Van de Vliert and Jehn), (1998).
- Kurt Lewin Workshop “Group Work” (with Ilgen and Stroebe), (1997).
- Graduierten Kollege Munster “Positive Conflict in Organizations,” (1996).
- Kurt Lewin Workshop “Contextual Performance” (with Motowidlow and Frese), (1996).

## UNDERGRADUATE TEACHING

My undergraduate teaching involves the supervision of MA theses (approx. 7 per academic year) and (coordination of) courses. Examples include “Social Animals at Work: Neurobiological and Social Principles of Team Performance” (MSc, Leiden University, 2016 onwards), “Fundamentals of Human Cooperation” (BA Psychology, University of Amsterdam 2013 – 2015), “Multi-party Negotiation in Strategic Business Environments” (MBA, Amsterdam Business School; 2008 – 2014), “Social Decision Making (Research Masters; University of Amsterdam; 2005 – 2015), “Experimental Organizational Psychology” (MSc, University of Groningen; 1993 – 1994); and “Attitude Change and Social Influence” (MSc, Université de Genève, Université Catholique de Louvain-la-Neuve; 1993, 1996).

## RESEARCH

### RESEARCH FOCI

Neurobiological and social psychological underpinnings of

1. Social Decision Making: Cooperation and conflict within and between groups;
2. Group Performance;
3. Creativity and Innovation

### RESEARCH GRANTS

2015	NWO-Talent (with Kret), €240.000
2014	Behavioral Economics Research Priority Area Grant (with Offerman [PI], Van de Ven, Gneezy); €1.200.000
2014	Marie Curie European Fellowship (with Gocłowska and Elliot); €275.000
2013	Speerpunt Grant "Affect Regulation" (continuation of the 2010 grant); €400.000
2012	Marie Curie Intra-European Fellowship (Grant 299852) (with M. Gocłowska); €184.000
2010	Speerpunt Grant "Affect Regulation" (competitive research grant of the Department of Social and Behavioral Sciences, University of Amsterdam); €400.000
2009	NWO-Grant 432-08-002 "The dynamics and consequences of representative negotiation: Towards a multi-level framework (with Greer, Van Kleef, and Ellemers); €600.000.
2009	Bijzondere Leeropdracht Raad voor de Rechtspraak (Special Research Assignment by the Dutch Judicial Council) "Psychological Processes in Group Decision Making in Multi-Member Courts (2009 – 2011); €235.000.
2007	NWO-Grant 400-06-098 "Conflict Mental-set and Creativity: Cognitive Load vs. Motivated Focus" (with Nijstad); €180.000.
2007	NWO-Grant 400-07-701 "The Doctrine of Self-interest in (the Study of ) Organizational Behavior;" €40.000.
2006	Netherlands Society for Applied Psychology (NSvP) grant to study (cultural) diversity in organizational teams (with Bechtoldt); €28.000
2005	Van der Gaag Foundation grant to study pro-social behavior in organizations (with Nauta); €25.000
2004	EU-Grant for a Network of Excellence on "sustainable growth in a diverse world" (PI F.E.E.M. Milano); €250,000
2003	Grants from EAESP, KNAW, EADM, totalling €10,000 to organize a small groups conference on group decision making
2002	NWO Grant 480-01-001 "Equipment for physiological response registration" (€270.000) (with Vermunt, and others, Leiden University).
2002	NWO Grant 402-01-043 "Group composition and group performance" €114.000 (with van Knippenberg, Erasmus University, Rotterdam)
2001	"Conflicten op het werk en gezondheid" Research Grant awarded by the Nederlandse Stichting voor Psychotechniek. €22.000
2001	"Toward a motivated information processing model of group decision making," funded by NWO ("aandachtsgebied"); €613.000.
1999	"Work load and team functioning" funded by STORK (1999); €45.000
1998	NWO Grant 575-31.017 "Equality and MaxJoint in Small Groups"; €114.000

1997	“Motivation in teams” research funded by PTT-parcel service; €16.000
1997	NWO Grant 560-31-006 "Functional and Dysfunctional Conflict"; €114.000
1997	Royal Netherlands Academy of Sciences Fellowship; €91.000
1994	NWO 560-271-011 Negotiation in Organizations; (with Van de Vliert); €114.000
1994	Royal Netherlands Academy of Sciences Fellowship; €137.000
1991	William Fulbright Research Grant (1991); €4.500
1989	European Council Research Grant (1989); €7.000

## EDITORIAL POSITIONS

*Proceedings National Academy of Sciences USA* (interim editor, 2014)  
*Journal of Personality and Social Psychology* (2011 – 2013); Associate Editor.  
*Journal of Personality and Social Psychology* (2009, 2010, 2014); Guest Editor.  
*Social Psychological and Personality Science*, Co-Founder (2008-2013; in capacity as EASP president; with Linda Skitka (SESP), Brent Roberts (ARP), and Richard Petty (SPSP)  
*Personality and Social Psychology Bulletin* (2005 – 2008); Associate Editor  
*Journal of Organizational Behavior* (2001 – 2004); Associate Editor  
*Group Processes and Intergroup Relations* (2001 – 2003; Associate Editor) (2009 Guest Editor).  
*European Journal of Work and Organizational Psychology* (2005) Guest Editor (with Beersma)  
*International Negotiation* (2004 – 2005); Guest Editor (with Carnevale)  
*Gedrag en Organisatie* (2001); Guest Editor (with Emans, Steensma, Euwema).  
*International Journal of Conflict Management* (1994); Guest Editor (with Van de Vliert).  
*Fundamentele Sociale Psychologie* (Best Paper Proceedings of the Dutch Social Psychology Congress) (1994-1998); Associate Editor, and Editor.

## EDITORIAL BOARD

Advisory Board “Essential Texts in Social Psychology” published by Sage (Editor M. Hogg); *Applied Psychology: An International Review* (2006 – 2009); *British Journal of Social Psychology* (2009—2012); *European Journal of Social Psychology* (1998—2001); *Journal of Organizational Behavior* (1999—2001); *European Journal of Work and Organizational Psychology* (2001 – 2005); *European Review of Social Psychology* (2010—2012); *Gedrag & Organisatie* (1998—); *Group Processes and Intergroup Relations* (2004 -- ); *International Journal of Conflict Management* (1999 – 2004); *Journal of Applied Psychology* (2009 – 2010); *Journal of Behavioral Decision Making* (2002 – 2010); *Journal of Personality and Social Psychology* (2003 --); *Journal of Experimental Social Psychology* (2004 --); *Organizational Behavior and Human Decision Processes* (2004 – 2007); *Organizational Psychology Review* (2009 -- ); *Negotiation and Conflict Management Research* (2006 --); *Personality and Social Psychology Review* (2008 – 2010). *Personnel Psychology* (2004 – 2007); *Psychological Science* (2012—2014); *Social Psychological and Personality Science* (2009 – 2012); *Social Influence* (2008—2011); *Current Opinion in Psychology* (2014 -- ).

Recent (2010 onwards) ad hoc reviewing for e.g., *Science*, *Proceedings National Academy of Sciences*, *Molecular Psychiatry*, *Psychological Bulletin*, *Psychoneuroendocrinology*, *Biological Psychology*, *Neuropharmacology*, *Neuroscience Letters* and various grant agencies (Netherlands Organization for Scientific Research (NWO); European Research Area (ERC Starting/Consolidator/Synergy); American National Science Foundation (NSF; Social, Behavioral and Economic Research); Israeli National Science Foundation.

## ACADEMIC OUTREACH

### PLENARY ADDRESSES AT ACADEMIC CONFERENCES

- Keynote Address “Biological Preparedness for Social Organization.” Association of Psychological Science, Chicago, May 2016.
- Invited Address “4Cing group functioning.” Society for Affective and Social Neuroscience, New York, April 2016.
- Invited Address “From neighbourhoods to neurons, and back.” Inaugural meeting of European Social Neuroscience Network, Graz (Austria), September 2015.
- Invited Address “Parochialism: Neurocognitive Foundations and Implications for Intergroup Relations.” 5<sup>th</sup> Amsterdam Symposium on Behavioral and Experimental Economics; Roy Neth Acad Science, Amsterdam, August 22—24 2013.
- Keynote Address “Humans are Parochial Altruists: Neurocognitive Foundations and Implications for Intergroup Negotiation” 11<sup>th</sup> Conference on Group Decision and Negotiation, Stockholm, June 17-19 2013.
- Keynote Address “Neurobiology of parochial altruism in intergroup conflict” International Meeting Experimental and Behavioral Economics (IMEBE); Madrid, April 11-13, 2013
- Keynote Address “Motivated Cognition in Group Decision Making.” Society for Work and Organizational Psychology (WAOP); Groningen, Nov. 23 2012.
- Invited Speaker (Symposium Title: Effects of Oxytocin in Normal and Abnormal Populations). 2012 World Congress of the Collegium Internationale Neuro-Psychopharmacologicum (Stockholm. June 3-7 2012).
- Keynote Address “Neurobiological Circuitries in Intergroup Competition and Conflict.” Integrative Psychological Science Meeting, Association for Psychological Science (Stockholm, July 13, 2011)
- Keynote Address “Neurobiology of Human Cooperation and Conflict.” Symposium of the Royal Netherlands Academy of Sciences (Amsterdam, July 6-7 , 2011)
- State-of-the-Art “Human Creativity.” European Congress on Psychology (Istanbul, July 5, 2011).
- Keynote Symposium “Creativity: Insights from a multidisciplinary perspective.” Society for Experimental Social Psychology (Oct. 8-9 2010; Minneapolis).
- Keynote Address, European Association for Social Psychology; Athens Summerschool (August 2010).
- Frontiers Seminars on Culture, Creativity, and Innovation (Hong Kong, Dec. 17-18 2008).
- Jubileum congres van het Nederlands Instituut voor de Psychologie (Haarlem, Dec. 3, 2008).
- NWO-Conflict and Security Kick-off Conference (The Hague, May 29, 2008).
- Conference on Approaches to Structured Doctoral Qualification (Jena, GER, May 23-24, 2008).
- Society for Personality and Social Psychology (SPSP); Pre-conference on Group Processes (Albuquerque, NM, February 2008)
- Tilburg Institute Behavioral Economic Research (TIBER); Inaugural conference (Tilburg, 2007).
- Alumni Universiteitsdag, University of Amsterdam, (2007).
- International Association for Applied Psychology (Athens, Greece, 2006; invited symposium).
- Amsterdam Center for Conflict Studies (Amsterdam 2005).
- ENGIME, Milan, Italy (September 2004)
- Society for Experimental Social Psychology; Groups Pre-conference (Columbus, OH, 2002)
- Congress of the Dutch Association for Social Psychology (Utrecht, 2002)
- Congress of Behavior and Organization (Gedrag & Organisatie) (2001)

- Congress of the Dutch Foundation for Applied Psychology (NSvP) (2001)
- Dutch Association for Social Psychology, Summer Symposium on Team Work (2001).
- Society for Probability, Utility, and Decision Making (The Netherlands, August 2001)
- European Association for Experimental Social Psychology (Austria, June 1996)

#### **SYMPOSIA AND SMALL GROUP MEETINGS**

“Groups preconference, Society for Experimental Social Psychology” (with Ann Rumble). Portland, MN, October 2009.

“Creativity: Fit, Focus, and Flexibility” (with Ed Hirt and D. Keith Simonton)  
Symposium delivered at the annual meeting of the Society for Experimental Social Psychology, Sacramento, CA, October, 2008.

“Creativity” (with Matthijs Baas)  
Symposium delivered at the 12<sup>th</sup> meeting of the European Association for Experimental Social Psychology, Opatija, Croatia, June 2008.

“The Doctrine of Self-Interest in Organizational Behavior”  
Symposium delivered at the annual meeting of the Society for Industrial and Organizational Psychology, New York, April 2007.

“Something on Creativity” (with Eric Rietzschel)  
Symposium delivered at the annual meeting of the Society for Personality and Social Psychology, Memphis, January 2007.

“Hot trends and cold facts in the study of conflict and negotiation” (with Gerben van Kleef)  
Symposium delivered at the 11<sup>th</sup> meeting of the European Association of Experimental Social Psychology, Wurzburg, July 2005.

“Groups preconference, Society for Experimental Social Psychology” (with Laurie Weingart). Dallas, Fort Worth, TX, October 2004.

“Motivation and cognition in group decision making.”  
Small group meeting held in Amsterdam, september 2003 (sponsored by EAESP, EADM, NWO)

“Innovation and creativity in groups: From the laboratory to the field, and back.”  
Symposium at Society for Experimental Social Psychology, Boston, October 2003.

“Mind the Group.”  
Symposium at Society for Experimental Social Psychology, Atlanta, October 2002.

“Minority and majority influence.”  
Small group meeting held in Amsterdam, May 1999 (sponsored by EAESP, ASPO, NWO).

#### **CONFERENCE PRESENTATIONS** (first authored oral presentations only)

International Association for Conflict Management (annually 1991 – 2000, 2005, 2010, 2014)

International Association of Applied Psychology (1993, 2006),

International Society for the Study of Personal and Social Relationships (1994),

European Association for Economic Psychology (1994),

Society for Experimental Social Psychology (1995, 2002, 2003, 2008, 2009, 2010),

Academy of Management (1996, 1998, 1999, 2000, 2002, 2003),

European Association for Experimental Social Psychology (1996, 1999, 2005, 2008, 2014),

European Association for Work and Organizational Psychology (2001);

British Social Psychology Conference (1997);

International Work Psychology Conference (1998).

Society for Industrial and Organizational Psychology (1998, 2006, 2007).  
 Society for Personality and Social Psychology (2006, 2007, 2009, 2010, 2013).

#### **INVITED PRESENTATIONS AND ACADEMIC SEMINARS**

Université de Genève (1989, 1991), Université Catholique de Louvain-la-Neuve (1992, 2008), University of Leiden (1992, 2008, 2010), University of Amsterdam (1994), Yale University (1995), University of Illinois at Champaign-Urbana (1995), Northwestern University (1995), University of Chicago (1995), University of Massachusetts at Amherst (1995), Texas A & M University (1995), Carnegie Mellon University (1995, 1997), University of Pittsburgh (1997), Universität Mannheim (1998), University of Kent at Canterbury (1998), Université Pierre-Mendès, Grenoble (1999), University of Aston, Birmingham (1999, 2002), University of Queensland, Brisbane (2000), Utrecht University (2001, 2006, 2015), Goethe-Universität Frankfurt (2001), Universität Jena (2002, 2005), University of Lisbon (2002), London Business School (2002, 2007), Universidad de Sevilla (2002, 2003, 2004), New York University (2003, 2013), Columbia University (2003), University of Trento (2003); Kellogg School of Management, Northwestern University (2005); University “La Sapienza” Rome (2007, 2009, 2014); Free University, Amsterdam (2007); Harvard (2011), Stanford (2012), Max Planck Institute for Collective Goods (2012), New York University (2013), Ben Gurion University (2013), Hebrew University (2013, 2014), Toulouse School of Economics (2013), INSEAD (2014), Oxford University (2015).

#### **PUBLIC OUTREACH (SELECTED)**

I'm regularly invited to comment on contemporary issues in society, pertaining to social conflict, negotiation, intergroup relations, creativity, and issues around work and organizational psychology more generally. I have been interviewed in both written media (e.g., NRC-Handelsblad, Volkskrant, Trouw, Algemeen Dagblad, Financieel Dagblad, Daily Telegraph, El Mundos, Ode, Quest, Intermediair, Guardian, New York Times, Economist, Scientist), Radio (e.g., Noorderlicht, NTR Labyrint, Radio 1 Journaal; HoeZo!?, Pavlov; Casa Luna) and Television (e.g., Buitenhof, Hart & Ziel, Max Lunchtime, RTL Editie NL, NCRV Altijd Wat, NPO2 Dus ik ben...).

In addition, I contribute through lecturing and workshops to organizational functioning and performance. Mostly focusing on conflict, negotiation, team work, and creativity and innovation I worked with TNT (Amsterdam, 1997); Amphion-Encore (Denmark, 1998); CSM-suikerverwerking (Vlissingen, 1998); Ned. Ver. voor Personeelsbeleid (Den Haag, 1998); KLM V.O.S. (Amsterdam, 1999); Capacity (Amsterdam, 1999); AiAS (Amsterdam, 2000 -- 2002); SiOO (Oisterwijk, 2000); Rabo Bank (Eindhoven, 2000); Amsterdam Dispute Resolution (Amsterdam, 2001 - 2003); Heerema Offshore, (Noordwijk, 2001); LLM Conflictmanag. (Maastricht, 2002 -- 2007); LLM Amsterdam Nyenrode Lawschool (Breukelen, 2003); CMS-Derks (Conflict in the shadow of the law) (Utrecht, 2002 -- 2004); Raad van State, Directie Bestuursrechtspraak (Den Haag, 2003); Schering AG, Pharmaceuticals (Berlin, 2004 -- 2006); Volkswagen AutoUni (Port Elizabeth, SA, 2004); HSBC (London, 2005); Schouten & Nelissen (Zaltbommel, 2005 -- 2009); Orde van Advocaten (Amersfoort, 2006); Hurks Bouwgroep (Veldhoven, 2006); FHV DBBO (Amstelveen, 2008); Sanofi-Aventis (Gouda, 2008); Rijkswaterstaat (Baarn, 2008); Ministerie van Defensie, BG-IVENT (Soesterberg, 2008); MKB (Negotiation and Leadership; 's Hertogenbosch, 2008-2012); VFAS/IMFO (divorce mediation) (2009).



## ACADEMIC PUBLICATIONS

## BOOKS AND SPECIAL ISSUES

18. De Dreu, C.K.W., & Sligte, D. (2016). *Creativiteit krijg je niet voor niks: Over de psychologie van creativiteit in werk en wetenschap*. Assen: Van Gorcum.
17. De Dreu, C.K.W. (2014). *Social conflict within and between groups* (pp. 1-193) London: Taylor & Francis.
16. Ten Velden, F.S., & De Dreu, C.K.W. (2012). *Sociaalpsychologische determinanten van strafrechtelijke besluitvorming* (social psychological determinants of judicial decision making). Raad voor de Rechtspraak Research Memoranda, 8 (pp. 1-109). Den Haag: SDU Uitgevers.
15. Demoulin, S., & De Dreu, C.K.W. (2010, Eds). Intra- and Intergroup conflict and negotiation. *Group Processes and Intergroup Relations*, Special Issue (vol 13, pp. 675ff ).
14. De Dreu, C.K.W., & Gelfand, M.J. (2008, Eds.). *The psychology of conflict and conflict management in organizations* (pp. 1 – 484). New York: Lawrence Erlbaum.
13. Carnevale, P.J., & De Dreu, C.K.W. (2006, Eds.). *Methods in negotiation research*. Dordrecht, NL: Martinus Nijhoff.
12. Carnevale, P.J., & De Dreu, C.K.W. (2005). Methods in negotiation research II (Special issue). *International Negotiation*, 10, pp. 1-205.
11. Carnevale, P.J., & De Dreu, C.K.W. (2004). Methods in negotiation research I (Special issue). *International Negotiation*, 9, 341 - 506.
10. De Dreu, C.K.W. (2005). *Bang voor conflict? Psychologie van conflicten in organisaties* (Afraid of Conflict? The psychology of conflict in organizations) (pp 1 – 132). Assen: Van Gorcum.  
Listed in the "Intermediair HRM Top 5" April 2005
9. De Dreu, C.K.W., & Beersma, B. (2005b). Conflict in organizations. Special issue of *European Journal of Work and Organizational Psychology* (vol., 14, pp. 105 – 203).
8. De Dreu, C.K.W., Emans, B.J.M., Euwema, M.C., & Steensma, H.O. (2001, Eds), Themanummer ziekmakende conflicten en pesterijen op het werk (special issue on "sick conflicts and mobbing at work". *Gedrag en Organisatie*, 14, issue 6.
7. De Dreu, C.K.W., & De Vries, N.K. (2001, Eds.), *Group consensus and minority influence: Implications for innovation* (pp. 1-324) Oxford, UK: Blackwell.
6. Van Knippenberg, D., De Dreu, C.K.W., Martijn, C., & Rutte, C. (Eds., 1998). *Fundamentele Sociale Psychologie* (vol. 12, pp. 1-196). Tilburg: Tilburg University Press.
5. De Dreu, C.K.W., & Van de Vliert, E. (1997, Eds.). *Using conflict in organizations*. London: Sage (pp. 1 - 229).
4. De Dreu, C.K.W., De Vries, N.K., Van Knippenberg, D., & Rutte, C. (Eds., 1997). *Fundamentele Sociale Psychologie* (vol. 11, pp. 1-220). Tilburg: Tilburg University Press.
3. De Vries, N.K., De Dreu, C.K.W., Stroebe, W., & Vonk, R. (Eds., 1996). *Fundamentele Sociale Psychologie* (vol. 10, pp. 1-278). Tilburg: Tilburg University Press.
2. De Vries, N.K., De Dreu, C.K.W., Ellemers, N.E., & Vonk, R., (Eds., 1995). *Fundamentele Sociale Psychologie* (vol. 9, pp. 1-247). Tilburg: Tilburg University Press.
1. De Dreu, C.K.W. (1993). *Gain-loss frames in bilateral negotiation: Concession aversion following the adoption of other's communicated frame*. Unpublished Dissertation, University of Groningen.

**JOURNAL ARTICLES (PEER REVIEWED)**

202. De Dreu, C.K.W., Kret, M.E., & Sligte, I.G. (in press). Modulating prefrontal control in humans reveals distinct pathways to competitive success and collective waste. *Social Cognitive and Affective Neuroscience*.
201. Baas, M., Boot, N., Nijstad, B.A., & De Dreu, C.K.W. (in press). Mad Genius revisited: Vulnerability to psychopathology, biobehavioral approach-avoidance, and creativity. *Psychological Bulletin*.
200. Nijstad, B.A., & De Dreu, C.K.W. (in press). Differentiated selves help only when identification is strong and tasks are complex. *Brain and Behavioral Sciences*.
199. Kleibeuker, S., De Dreu, C.K.W., & Crone, E.A. (2016). Creativity development in adolescence: Insight from behavior, brain and training. *New Directions for Child and Adolescent Development*, 151, 73 - 84.
198. De Dreu, C.K.W., & Balliet, D.P. (2016). Intergroup competition may not be needed for shaping group cooperation and cultural group selection (commentary). *Brain and Behavioral Sciences*, 39, 23 – 25.
197. Beersma, B., Greer, L.L., Dahlenberg, S., & De Dreu, C.K.W. (2016). Need for structure as asset and liability in dynamic team decision-making. *Group Dynamics: Theory, Research and Practice*, 20, 16 – 32.
196. Giacomantonio, M., Ten Velden, F.S., & De Dreu, C.K.W. (2016). Framing effortful strategies as easy enables depleted individuals to execute complex tasks effectively. *Journal of Experimental Social Psychology*, 62, 68-74.
195. De Dreu, C.K.W., & Kret, M.E. (2016). Oxytocin conditions intergroup relations through up-regulated in-group empathy, cooperation, conformity, and defense. *Biological Psychiatry*, 79, 165-173.
194. De Dreu, C.K.W., Baas, M., & Boot, N.C. (2015). Oxytocin enables novelty seeking and creative performance through upregulated approach: Evidence and avenues for future research. *WIREs Cognitive Science*, 6, 409-417.
193. Baas, M., Nijstad, B.A., & De Dreu, C.K.W. (2015). The cognitive, emotional, and neural correlates of creativity (editorial). *Frontiers in Human Neuroscience*, 9, 275.
192. Kret, M.E., Fischer, A.H., & De Dreu, C.K.W. (2015). Pupil-mimicry correlates with trust in in-group partners with dilating pupils. *Psychological Science*, 26, 1401-1410.
191. Baas, M., Nijstad, B.A., & De Dreu, C.K.W. (2015). Editorial: the cognitive, emotional, and neural correlates of creativity. *Frontiers in Human Neuroscience*, 9, 275
190. De Dreu, C.K.W., Dussel, D.B., & Ten Velden, F.S. (2015). In intergroup conflict, self-sacrifice is stronger among pro-social individuals, and parochial altruism emerges especially among cognitive taxed individuals. *Frontiers in Psychology*, 6, 572
189. Baas, M., Koch, S., Nijstad, B.A., & De Dreu, C.K.W. (2015). Conceiving creativity: The nature and consequences of lay people's beliefs about the realization of creativity. *Psychology of Aesthetics, Creativity and the Arts*, 9, 340-354.
188. Saygi, O., Greer L.L., Van Kleef, G.A., & De Dreu, C.K.W. (2015). Bounded benefits of representative cooperativeness in intergroup negotiation. *Group Decision and Negotiation*, 24, 993-1014.
187. De Dreu, C.K.W., Scholte H.S., Van Winden, F.A.A.M., & Ridderinkhof, K.R. (2015). Oxytocin tempers calculated greed but not impulsive defense in predator-prey contests. *Social Cognitive and Affective Neuroscience*, 5, 721-728.
186. Roskes, M., Shalvi, S., Sligte, D., & De Dreu, C.K.W. (2014). Does approach motivation induce right-oriented bias? Reply to Price and Wolfers (2014). *Psychological Science*, 25, 2112-2115.

185. Stevenson, C.E., Kleibeuker, S., De Dreu, C.K.W., & Crone, E.A. (2014). Training creative cognition: Adolescence as a flexible period for improving creativity. *Frontiers in Human Neuroscience*, *8*, 827.
184. Balliet, D., Wu, Y., & De Dreu, C.K.W. (2014). In-group favoritism and cooperation: A meta-analysis. *Psychological Bulletin*, *140*, 1556 – 1581.
183. De Dreu, C.K.W. (2014). Creating value when negotiating deals and settling conflict. *Policy Insights from Brain and Behavioral Sciences*, *1*, 156 – 163.
182. Gocłowska, M., Baas, M., Crisp, R.J., & De Dreu, C.K.W. (2014). Whether schema violations help or hurt creativity depends on need for structure. *Personality and Social Psychology Bulletin*, *40*, 959-971.
181. Ten Velden, F.S., Baas, M., Shalvi, S., Kret, M.E., & De Dreu, C.K.W. (2014). Oxytocin differentially modulates competitive approach and withdrawal to antagonists from own versus rivaling other groups. *Brain Research*, *1580*, 172 – 179.
180. De Dreu, C.K.W., Baas, M., Roskes, M., Sligte, D.J., Epstein, R.P., Chew, S.H., Tong, T., Jiang, Y., Maysless, N., & Shamay-Tsoory, S.G. (2014). Oxytonergic circuitry sustains and enables creative cognition in humans. *Social Cognitive and Affective Neuroscience*, *9*, 1159—1165.
179. Shalvi, S., & De Dreu, C.K.W. (2014). Oxytocin promotes group serving dishonesty. *Proceedings of the National Academy of Sciences USA*, *111*, 5503-5507.
178. Roskes, M., Elliot, A., & De Dreu, C.K.W. (2014). Regulating avoidance motivation: A conservation of energy approach. *Current Directions in Psychological Science*, *23*, 133-138.
177. Chambers, J., & De Dreu, C.K.W. (2014). Egocentrism drives misunderstanding in conflict and negotiation. *Journal of Experimental Social Psychology*, *51*, 15-26.
176. Saygi, O., Greer, L.L., Van Kleef, G.A., & De Dreu, C.K.W. (2014). Competitive representative negotiations worsen intergroup relations. *Group Processes and Intergroup Relations*, *17*, 143-160.
175. Nijstad, B.A., Berger-Selman, F., & De Dreu, C.K.W. (2014). Innovation in top management teams: Minority dissent, transformational leadership, and radical innovations. *European Journal of Work and Organizational Psychology*, *23*, 310-322.
174. Gundemir, S., Homan, A.C., De Dreu, C.K.W., & Van Vugt, M. (2014). Think leader, think white? Capturing and weakening pro-white leadership bias. *PLoS ONE* *9*(1), e83915. doi:10.1371/journal.pone.0083915
173. Kleibeuker, S., Koolschijn, P.C., Jolles, D., De Dreu, C.K.W., & Crone, E.A. (2013). The neural coding of creative idea generation across adolescence and early adulthood. *Frontiers in Human Neuroscience*, *7*(905): doi: 10.3389/fnhum.2013.00905
172. Stam, D., De Vet, A., Barkema, H., & De Dreu, C.K.W. (2013). We had a nice title but somehow I cannot find it, but it is about innovation in teams. *Journal of Product Innovation Management*, *30*, 48-61.
171. Baas, M., Roskes, M., Sligte, D., Nijstad, B.A., & De Dreu, C.K.W. (2013). Personality and creativity: The Dual Pathway to Creativity Model and a Research Agenda. *Social Psychology and Personality Compass*, *7*, 732 – 748.
170. Sligte, D.J., Nijstad, B.A., & De Dreu, C.K.W. (2013). Leaving a legacy neutralizes the negative effects of mortality salience on creative performance. *Personality and Social Psychology Bulletin*, *39*, 1152-1163.
169. Shalvi, S., Reijseger, G., Handgraaf, M.J.J., Appelt, K.C., Ten Velden, F.S., Giacomanantonio, M., & De Dreu, C.K.W. (2013). Pay to walk away: Prevention buyers pay to avoid negotiation. *Journal of Economic Psychology*, *38*, 40-49.
168. Beersma, B., Homan, A.C., Van Kleef, G.A., & De Dreu, C.K.W. (2013). Outcome interdependence shapes the effects of prevention focus on team processes and performance. *Organizational*

- Behavior and Human Decision Processes*, 121, 194-203.
167. De Dreu, C.K.W. (2013). Human cooperation: challenges for science and practice. *Psychological Science in the Public Interest*, 14, 117-118
  166. Kleibeuker, S., Koolschijn, P.C.M.P., Jolles, D.D., Schel, M.A., De Dreu, C.K.W., & Crone, E.A. (2013). Prefrontal cortex involvement in creative problem solving in middle adolescence and adulthood. *Developmental Cognitive Neuroscience*, 5, 197-206.
  165. Roskes, M., Elliot, A., Nijstad, B.A., & De Dreu, C.K.W. (2013). Avoidance motivation and conservation of energy. *Emotion Review*, 5, 264-268.
  164. Roskes, M., Elliot, A., Nijstad, B.A., & De Dreu, C.K.W. (2013). Time pressure undermines performance more under avoidance than approach motivation. *Personality and Social Psychology Bulletin*, 39, 803-813.
  163. Aaldering, H., Greer, L.L., Van Kleef, G.A., & De Dreu, C.K.W. (2013). Interest (mis)alignments in representative negotiations: Do pro-social agents fuel or reduce inter-group conflict? *Organizational Behavior and Human Decision Processes*, 120, 240-250.
  162. Kleibeuker, S.W., De Dreu, C.K.W., & Crone, E.A. (2013). The development of creative cognition across adolescence: Distinct trajectories for insight and divergent thinking. *Developmental Science*, 16, 2-12.
  161. Kret, M.E., & De Dreu, C.K.W. (2013). Oxytocin-motivated ally selection is moderated by fetal testosterone exposure and empathic concern. *Frontiers in Neuroscience*, 7, 1-9.
  160. Nijstad, B.A., & De Dreu, C.K.W. (2012). Motivated information processing in groups: Progress, puzzles, and prospects. *Research in Organizational Behavior*, 32, 87-111.
  159. Baas, M., De Dreu, C.K.W., & Nijstad, B.A. (2012). Emotion-driven uncertainty motivates structured thinking. *Emotion*, 12, 1004 – 1014.
  158. Gelfand, M.J., Leslie, L.M., Keller, K., & De Dreu, C.K.W. (2012). Conflict cultures in organizations: How leaders shape conflict cultures and their organizational-level consequences. *Journal of Applied Psychology*, 97, 1131-1147.
  157. Stallen, M., De Dreu, C.K.W., Shalvi, S., Schmidts A., & Sanfey, A. (2012). The herding hormone: Oxytocin stimulates in-group conformity. *Psychological Science*, 23, 1288-1292.
  156. De Dreu, C.K.W., Shalvi, S., Greer, L.L., Van Kleef, G.A., & Handgraaf, M.J.J. (2012). Oxytocin motivates non-cooperation in intergroup conflict to protect vulnerable in-group members. *PlosOne*, 7 (11), E46751 (doi:10.1371/journal.pone.0046751).
  155. Aaldering, H., & De Dreu, C.K.W. (2012). When doves fly high and hawks lay low: Constituent status differentials affect representative negotiation. *Group Processes and Intergroup Relations*, 15, 713 – 724.
  154. Nauta, A., & De Dreu, C.K.W. (2012). Een pleidooi voor valorisatie van de Arbeids- en Organisatiepsychologie. *Gedrag & Organisatie*, 25, 222-231.
  153. Greer, L.L., Aaldering, H., Saygi, O., & De Dreu, C.K.W. (2012). Conflict in medical teams: Danger or opportunity? *Medical Education*, 46, 935-942.
  152. Gutnick, D. Walter, F., Nijstad, B.A., & De Dreu, C.K.W. (2012). Creative performance under pressure: An integrative conceptual framework. *Organizational Psychology Review*, 2, 189-207.
  151. Sligte, D., Greer, L.L., & De Dreu, C.K.W. (2012). Illegitimacy undermines leader creativity only under stable power. *Revista de Psychologia Social*, 27, 347-354.
  150. Roskes, M., De Dreu, C.K.W., & Nijstad, B.A. (2012). Necessity is the mother of invention: Avoidance motivation stimulates creativity through cognitive effort. *Journal of Personality and Social Psychology*, 103, 242-256.

149. Ten Velden, F.S., Baas, M., Shalvi, S., Preenen, P.Y., & De Dreu, C.K.W. (2012). In competitive interaction displays of red increase actors' competitive approach and perceivers' withdrawal. *Journal of Experimental Social Psychology, 48*, 1205-1208.
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<sup>1</sup> This publication was featured on the cover page, and in the Science Editorial by Greg Miller (The prickly side of oxytocin, *Science*, 328, 1343).

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