

Julian J. Zlatev

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ACADEMIC APPOINTMENTS

Harvard Business School

Negotiation, Organizations & Markets Unit
Assistant Professor of Business Administration

July 2018—

EDUCATION

Stanford University

Ph.D., Business Administration

June 2018

Northwestern University

B.A., Psychology

June 2011

PEER-REVIEWED PUBLICATIONS

Flynn, F.J., Collins, H.K., Zlatev, J.J. (2022). Are You Listening to Me? The Negative Link between Extraversion and Perceived Listening. *Personality and Social Psychology Bulletin*, 01461672211072815.

Milkman, K.L., Gandhi, L., Patel, M.S. ... Zlatev, J.J. ... Duckworth, A.L. (2022). A 680,000-person megastudy of nudges to encourage vaccination in pharmacies. *Proceedings of the National Academy of Sciences*, 119(6), e2115126119.

Yu, A., Berg, J.M., & Zlatev, J.J. (2021). Emotional acknowledgment: How verbalizing others' emotions fosters interpersonal trust. *Organizational Behavior and Human Decision Processes*, 164, 116-135.

Dannals, J.E., Zlatev, J.J., Halevy, N., & Neale, M.A. (2021). The dynamics of gender and alternatives in negotiation. *Journal of Applied Psychology*, 106(11), 1655-1672.

Hart, J., Yadav, K., Szymanski, S., Summer, A., Tannenbaum, A., Zlatev, J., ... & Halpern, S. D. (2021). Choice architecture in physician–patient communication: a mixed-methods assessments of physicians' competency. *BMJ Quality & Safety*, 30(5), 362-371.

Zlatev, J. J., & Rogers, T. (2020). Returnable reciprocity: Returnable gifts are more effective than unreturnable gifts at promoting virtuous behaviors. *Organizational Behavior and Human Decision Processes*, 161 (supp.), 74-84.

Zlatev, J.J., Kupor, D.M., Laurin, K., & Miller, D.T. (2020). Being ‘good’ or ‘good enough’: Prosocial risk and the structure of moral self-regard. *Journal of Personality and Social Psychology*, 118(2), 242-253.

Zlatev, J.J. (2019). I may not agree with you, but I trust you: Caring about social issues signals integrity. *Psychological Science*, 30(6), 880-892.

Daniels, D.P. & Zlatev, J.J. (2019). Choice architects reveal a bias toward positivity and certainty. *Organizational Behavior and Human Decision Processes*, 151, 132-149.

Halevy, N., Halali, E., Zlatev, J.J. (2019). Brokerage and brokering: An integrative review and organizing framework for third party influence. *Academy of Management Annals*, 13(1), 215-239.

Zlatev, J.J., Daniels, D.P., Kim, H., & Neale, M.A. (2017). Default neglect in attempts at social influence. *Proceedings of the National Academy of Sciences*, 114(52), 13643-13648.
*Selected for *Academy of Management Proceedings (2017)*

Miller, D.T., Dannals, J.E., & Zlatev, J.J. (2017). Behavioral processes in long-lag interventions. *Perspectives on Psychological Science*, 12(3), 454-467.

Lin, S.C., Zlatev, J.J., & Miller, D.T. (2017). Moral traps: When self-serving attributions backfire in prosocial behavior. *Journal of Experimental Social Psychology*, 70, 198-203.

Zlatev, J.J. & Miller, D.T. (2016). Selfishly benevolent or benevolently selfish? When self-interest undermines versus promotes prosocial behavior. *Organizational Behavior and Human Decision Processes*, 137, 112-122.

MANUSCRIPTS IN PREP AND UNDER REVIEW

Kristal, A.S. & Zlatev, J.J. Going beyond the ‘self’ in self-control: Interpersonal consequences of commitment strategy use. *2nd Revise & resubmit.*

Zlatev, J.J. & Flynn, F.J. The positive link between integrative bargaining and leadership evaluations. *Working paper.*

Zlatev, J.J., Schurr, A., & Halevy, N. Change We Can’t Believe In: Distrust of Political Newcomers. *Working paper.*

Guenoun, B. & Zlatev, J.J. Sending signals: Strategic displays of warmth and competence. *Working paper.*

Guenoun, B. & Zlatev, J.J. Assessing warmth and competence in natural language with the warmthcompetence R Package. *Working paper.*

Lin, S.C., Zlatev, J.J., & Miller, D.T. “It Wouldn’t Have Mattered Anyway”: When Overdetermined Outcomes Justify Our Sins. *Working paper.*

CASE MATERIALS

Zlatev, Julian, Kathleen McGinn, Katherine Chen, and Rachel Drapper. "Teaching Note for Endesa Chile: Raising the Ralco Dam & Río Curicó: A Six-Party Negotiation Exercise." HBS Teaching Note 5-923-030, January, 2023.

Goldenberg, Amit, and Julian Zlatev. "Negotiating the Atlanta Ransomware Attack (A)." HBS Case 9-923-009, August 2022.

Goldenberg, Amit, and Julian Zlatev. "Negotiating the Atlanta Ransomware Attack (B)." HBS Case 9-923-010, August 2022.

Brooks, Alison Wood, Julian Zlatev, and F. Katelynn Boland. "SIMmersion: Simulating Crucial Conversations." HBS Working Case, June 2022.

Subramanian, Guhan, Julian Zlatev, and Raseem Farook. "LVMH's Bid for Tiffany & Co." HBS Case 921-049, May 2021.

Zlatev, Julian, Kathleen McGinn, Katherine Chen, and Shaaref Shah. "Río Curicó: Cayal Role Material." Harvard Business School Exercise 920-056, March 2020. (Revised October 2020.)

Zlatev, Julian, Kathleen McGinn, Katherine Chen, and Shaaref Shah. "Río Curicó: DDI Role Material." Harvard Business School Exercise 920-057, March 2020. (Revised October 2020.)

Zlatev, Julian, Kathleen McGinn, Katherine Chen, and Shaaref Shah. "Río Curicó: IFC Role Material." Harvard Business School Exercise 920-059, March 2020. (Revised October 2020.)

Zlatev, Julian, Kathleen McGinn, Katherine Chen, and Shaaref Shah. "Río Curicó: ONE Role Material." Harvard Business School Exercise 920-060, March 2020. (Revised October 2020.)

Zlatev, Julian, Kathleen McGinn, Katherine Chen, and Shaaref Shah. "Río Curicó: Verdes Juntos Role Material." Harvard Business School Exercise 920-058, March 2020. (Revised October 2020.)

Zlatev, Julian, Kathleen McGinn, Katherine Chen, and Shaaref Shah. "Río Curicó: Wentéche Role Material." Harvard Business School Exercise 920-061, March 2020. (Revised October 2020.)

OTHER ARTICLES AND PUBLICATIONS

Yu, A., Zlatev, J.J., & Berg, J.M. (2021). What's the Best Way to Build Trust at Work? *Harvard Business Review* (online). <https://hbr.org/2021/06/whats-the-best-way-to-build-trust-at-work>

Kristal, A.S. & Zlatev, J.J. (2021). Willpower is a form of, but not synonymous with, self-control [Commentary]. *Behavioral and Brain Sciences*.

Zlatev, J.J. (2019) When do we trust people we disagree with? *SPSP Character & Context*. <https://www.spsp.org/news-center/blog/zlatev-principled-opponents>

Zlatev, J.J., Daniels, D.P., Kim, H., & Neale, M.A. (2017). Default neglect persists over time and across contexts [Letter]. *Proceedings of the National Academy of Sciences* 115(35), E8107-E8108.

Zlatev, J.J., Halevy, N., & Tiedens, L.Z. (2016). Roles and ranks: The importance of social hierarchy for group functioning [Commentary]. *Behavioral and Brain Sciences*, 39, 40.

HONORS, AWARDS, & GRANTS

2022	<i>Early Career Award</i> , International Association for Conflict Management
2021	<i>Outstanding Publication Award</i> , International Association for Conflict Management
2020-2022	<i>Momentum Scholar</i> , Center for the Science of Moral Understanding
2017	<i>Best Student Paper Award (Nominated)</i> , Conflict Management Division, Academy of Management
2017	<i>Student Paper Award</i> , Judgment and Decision Making Preconference, Society for Personality and Social Psychology
2017	<i>Student Travel Award</i> , Society for Personality and Social Psychology
2016	<i>Student Poster Award (Honorable Mention)</i> , Society for Judgment and Decision Making
2016	<i>CHIBE Grant</i> , Roybal Center on Behavioral Economics and Health University of Pennsylvania
2015-2016	<i>Ethics in Society Graduate Fellowship</i> , McCoy Family Center for Ethics in Society, Stanford University
2015	<i>DRRC Scholar Award</i> , International Association for Conflict Management
2015	<i>Student Paper Award</i> , Judgment and Decision Making Preconference, Society for Personality and Social Psychology
2013	<i>Jaedicke Award</i> , Stanford University

INVITED TALKS

The Center for Behavioral and Decision Research, Carnegie Mellon University (2023)
 GSB Alumni Conference, Stanford University (2022)
 Pathbreakers, Harvard University (2022)
 Center for the Science of Moral Understanding, University of North Carolina (2022)
 Program on Negotiation, Harvard University (2022)
 Geneva Finance Research Institute, University of Geneva (2021)

Judgment in Managerial Decision Making Workshop, Dartmouth College (2019)
Negotiation, Organizations, and Markets Unit, Harvard University (2017)
Organisational Behaviour Area, INSEAD (2017)
Management & Organizations Department, Northwestern University (2017)
Management & Organizations Area, UCLA (2017)
Management Department, University of Florida (2017)

CHAIRED SYMPOSIA

Impression Management and Mismanagement in Organizations (with B. Guenoun). Academy of Management, 2022. Seattle, WA.

Forming Impressions of Others' Decisions: New Perspectives on Old Phenomena (with C.A. Dorison). Society for Personality and Social Psychology, 2021. Virtual.

Harnessing workplace emotions: New intrapersonal and interpersonal perspectives (with A. Yu). Academy of Management, 2019. Boston, MA.

**Selected as a Showcase Symposium*

Doing good or looking good? Distinguishing between private and public prosociality (with R.L. Ruttan). Academy of Management, 2017. Atlanta, GA.

Creating and destroying value in negotiations. Academy of Management, 2017. Atlanta, GA.

Causes and consequences of moral judgment. Academy of Management, 2016. Anaheim, CA.

Merit as a tool for motivated (in)justice (with L.T. Philips). International Society for Justice Research, 2016. Canterbury, UK.

SELECTED CONFERENCE TALKS

(* denotes presenter)

Abel, J.E.*, Rosenblum, M., Zlatev, J.J. (February, 2023). Managing Impressions in Political Conversations. Society for Personality and Social Psychology. Atlanta, GA.

Kristal, A.S.* & Zlatev, J.J. (November, 2022). Going Beyond the "Self" in Self-Control: Interpersonal Consequences of Commitment Strategy Use. Society for Judgment and Decision Making. San Diego, CA.

Guenoun, B. & Zlatev, J.J. (November, 2022). Sending signals: Strategic displays of warmth and competence. Society for Judgment and Decision Making. San Diego, CA.

Kim, H., Zlatev, J.J.* & Miller, D.T. (August, 2022). The Conceptual and Empirical Value of Bivalent Moral Judgments. Academic of Management. Seattle, WA.

Guenoun, B.* & Zlatev, J.J. (July, 2022). Sending signals: Strategic displays of warmth and competence. International Association for Conflict Management. Ottawa, Canada.

Johnson, E.R.*, Phillips, L.T., & Zlatev, J.J. (July, 2022). Social class change over time: Manifestations of invisible inequality for the upwardly mobile at work. European Group for Organizational Studies. Vienna, Austria.

Zlatev, J.J.* & Rogers, T. (March, 2021). Returnable reciprocity: Returnable gifts promote virtuous behaviors. Society for Consumer Psychology. Virtual.

Kristal, A.S.* & Zlatev, J.J. (February 2021). Interpersonal consequences of commitment device use. Society for Personality and Social Psychology. Virtual

Zlatev, J.J.* & Rogers, T. (December, 2020). Returnable reciprocity: Returnable gifts promote virtuous behaviors. Society for Judgment and Decision Making. Virtual.

Zlatev, J.J.* & Rogers, T. (December, 2020). Returnable reciprocity: Returnable gifts promote virtuous behaviors. Behavioral Science and Health Symposium. Virtual.

Zlatev, J.J.* & Olivola, C.Y. (August, 2020). Signaling morality across the political divide. Academy of Management. Virtual.

Zlatev, J.J. & Guenoun, B.* (July, 2020). Signaling trust in dyadic interactions. International Association for Conflict Management. Virtual.

Zlatev, J.J.* & Rogers, T. (July, 2020). Returnable reciprocity: Returnable gifts promote virtuous behaviors. International Association for Conflict Management. Virtual.

Zlatev, J.J.* & Flynn, F.J. (January, 2020). How leaders negotiate: The positive link between integrative bargaining and leadership evaluations. International Organizational Behavior Conference. Tel Aviv, Israel.

Yu, A.*, Berg, J.M., & Zlatev, J.J. (August 2019). Signaling recognition of emotions: The influence of emotional acknowledgment on interpersonal trust. Academy of Management. Boston, MA.

Zlatev, J.J.* (July 2019). I may not agree with you, but I trust you: Caring about social issues signals integrity. International Association for Conflict Management. Dublin, Ireland.

Zlatev, J.J.* & Miller, D.T. (August, 2017). The appeal of private prosocial behavior. Academy of Management. Atlanta, GA.

Zlatev, J.J.* & Flynn, F.J. (August, 2017). Leadership and bargaining style in negotiation. Academy of Management. Atlanta, GA.

Zlatev, J.J., Daniels, D.P.*, & Kim, H. (August, 2017). Social influence failure: The case of default neglect. Academy of Management. Atlanta, GA.

**Selected for Academy of Management Proceedings*

Zlatev, J.J.* & Miller, D.T. (July, 2017). The appeal of private prosocial behavior. International Association for Conflict Management. Berlin, Germany.

Zlatev, J.J.* & Flynn, F.J. (July, 2017). How leaders negotiate: The relationship between leadership and bargaining style. International Association for Conflict Management. Berlin, Germany.

Zlatev, J.J., Daniels, D.P.*, & Kim, H. (July, 2017). Social influence failure: The case of default neglect. International Association for Conflict Management. Berlin, Germany.

Dannals, J.E.*, Zlatev, J.J., Halevy, N., & Neale, M.A. (July, 2017). The dynamics of gender and alternatives in negotiation. International Association for Conflict Management. Berlin, Germany.

Zlatev, J.J.* & Miller, D.T. (February, 2017). Selfishly benevolent or benevolently selfish: When self-interest undermines versus promotes prosocial behavior. Society for Consumer Psychology. San Francisco, CA.

Zlatev, J.J.*, Daniels, D.P., & Kim, H. (January, 2017). Social influence failure: The case of default neglect. Judgment and Decision Making Preconference at the Society for Personality and Social Psychology Conference. San Antonio, TX.

**Received Student Paper Award*

Lin, S.*, Zlatev, J.J., & Miller, D.T. (July, 2016). Moral Traps: When self-serving attributions backfire in prosocial behavior. Society for Judgment and Decision Making. Boston, MA.

Zlatev, J.J.*, Kim, H., & Miller, D.T. (August, 2016). Moral coding: Distinguishing tests from opportunities. Academy of Management. Anaheim, CA.

Zlatev, J.J.* & Miller, D.T. (August, 2016). Selfishly benevolent or benevolently selfish? Framing effects in prosocial behavior. Academy of Management. Anaheim, CA.

D.P. Daniels* & Zlatev, J.J. (August, 2016). Interpersonal Choice Architecture. Academy of Management. Anaheim, CA.

Zlatev, J.J.*, Kim, H. & Miller, D.T. (July, 2016). Moral coding: Distinguishing tests from opportunities. International Society for Justice Research. Canterbury, UK.

Lin, S., Zlatev, J.J.*, & Miller, D.T. (July, 2016). "It wouldn't have mattered anyway": The motivated search for incidental justifications. International Society for Justice Research. Canterbury, UK.

Zlatev, J.J.* & Miller, D.T. (June, 2016). Selfishly benevolent or benevolently selfish? Framing effects in prosocial behavior. International Association for Conflict Management. New York, NY.

Zlatev, J.J.*, Kim, H., & Miller, D.T. (June, 2016). Moral coding: Distinguishing tests from opportunities. International Association for Conflict Management. New York, NY.

D.P. Daniels* & Zlatev, J.J. (June, 2016). Interpersonal Choice Architecture. Behavioral Decision Research in Management Conference. Toronto, ON.

Zlatev, J.J.* & Miller, D.T. (May, 2016). Selfishly benevolent or benevolently selfish? Framing effects in prosocial behavior. Transatlantic Doctoral Conference. London, UK.

Zlatev, J.J.*, Kim, H., & Miller, D.T. (February, 2016). Moral coding. Berkeley-Stanford Doctoral Conference. Stanford, CA.

D.P. Daniels* & Zlatev, J.J. (November, 2015). Interpersonal Choice Architecture. Society for Judgment and Decision Making. Chicago, IL.

Zlatev, J.J.* & Tiedens, L.Z. (June, 2015). Anger and ally formation. International Association for Conflict Management. Clearwater Beach, FL.

**Received DRRC Scholar Award*

Zlatev, J.J.* & Halevy, N. (February, 2015). When good is stronger than bad. Society for Personality and Social Psychology Conference, Long Beach, CA.

Zlatev, J.J.* & Miller, D.T. (February, 2015). Selfishly benevolent or benevolently selfish? Framing effects in prosocial giving. Judgment and Decision Making Preconference at the Society for Personality and Social Psychology Conference. Long Beach, CA.

**Received Student Paper Award*

Zlatev, J.J.* & Miller, D.T. (January, 2015). Framing effects in prosocial giving. Talk presented at the Berkeley-Stanford Doctoral Conference. Berkeley, CA.

PROFESSIONAL SERVICE

Editorial Board, Organizational Behavior and Human Decision Processes (2021–present)

Co-Organizer, Behavioral Insights Group Doctoral Conference (August, 2020)

Co-Organizer, Program on Negotiation (PON) Research Lab (2019–present)

Organizer, Boston JDM Day (October, 2019)

Student Mentor, Stanford GSB PhD Mentors Program (2015–2017)

Vice-President, Stanford GSB PhD Association (2015–2016)

Ad hoc reviewer

Academy of Management Journal, Administrative Science Quarterly, European Journal of Social Psychology, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Behavioral Decision Making, Journal of Economic Psychology, Journal of Empirical Legal Studies, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Judgment and Decision Making, Management Science, Medical Decision Making, Nature Human Behavior, Organizational Behavior and Human Decision Processes, Organization Science, Personality and Social Psychology Bulletin, PLOS One, Psychological Science, Social Psychology and Personality Science

Conference submission reviewer

Academy of Management, INFORMS/Organization Science Dissertation Proposal Competition, International Association for Conflict Management, Society for Consumer Psychology

DOCTORAL ADVISING

Jen Abel, Primary Advisor, Harvard Business School (current student)

Bushra Guenoun, Primary Advisor, Harvard Business School (current student)
Ariella Kristal, Primary Advisor, Harvard Business School (PhD, 2022)

TEACHING AND COURSE DEVELOPMENT

2019–present	Negotiation Instructor Harvard Business School
Fall 2022	Experimental Methods in Behavioral Research Instructor Harvard Business School
April 2022	Program for Leadership Development Exec Ed Program Guest Instructor Harvard Business School
July 2020, November 2020, & July 2021	Changing the Game Exec Ed Program Guest Instructor Harvard Business School
March 2021 & July 2021	Harvard Business Analytics Program Guest Instructor Harvard Business School
2016–2017	Fundamentals of Philanthropic and Nonprofit Strategy (online course) Course Development Stanford Graduate School of Business
2014–2015	Organizational Behavior Course Development Stanford Graduate School of Business

SELECTED MEDIA MENTIONS

Bloomberg Business, Business Insider, CBS News, Fast Company, Forbes, Harvard Business Review, HBS Working Knowledge, Inc. Magazine, Insights by Stanford Business, National Affairs, Pacific Standard, Quartz, SPSP Character & Context, Yahoo Finance

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM), European Group for Organizational Studies (EGOS), International Association for Conflict Management (IACM), International Society for Justice Research (ISJR), Society for Judgment and Decision Making (SJDJ), Society for Personality and Social Psychology (SPSP)