KRISTINA WALD

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

ACADEMIC POSITIONS

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

EDUCATION

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

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

RESEARCH INTERESTS

I study how people interpret and navigate interpersonal uncertainty.
Topics: impression management; trust; communication; conflict management

AWARDS & RECOGNITION

Wharton Teaching Excellence Award 2024, 2025
Department Nominee for Academy of Management OB Doctoral Consortium 2022
IACM Best Conference Paper 2020
John and Serena Liew Fama-Miller PhD Fellowship 2018

ACADEMIC PAPERS

Publications

Wald, K. A. (2026). Self-awareness and negotiations. *Current Opinion in Psychology, 73,* 102391.

Wald, K. A. & Chaudhry, S. J. (2025). Ignorance can be trustworthy: The effect of social self-awareness on trust. *Journal of Personality and Social Psychology*, *128*(3), 611-638.

- Coverage: Chicago Booth Review podcast

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

Wald, K. A., Abraham, M., Pike, B. E., & Galinsky, A. D. (2024). Gender differences in climbing up the ladder: Why experience closes the ambition gender gap. *Psychological Science, 35*(11), 1287-1307.

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

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

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

- Coverage: SPSP's Character & Context blog

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

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

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

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

Manuscripts Under Review or In Prep

Wald, K. A., Caruso, H. M., Risen, J. L., & Zhao, X. The consequences of discussing disagreement with a debate versus dialogue orientation. (Under review at *Organizational Behavior and Human Decision Processes*)

Apalkova, A., **Wald, K. A.,** & Risen, J. L. What leads people to approach disagreement as debate versus dialogue? (Under review at *Journal of Personality and Social Psychology* after Reject & Resubmit)

Wald, K.A. & Schweitzer, M. Leaders Who "Act Their Age": Perceived Maturity and Leader Selection. (In prep for *Academy of Management Journal*)

Selected Works in Progress

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

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

Contributor to: Jaeger, B…. **Wald, K.A**…. Estimating first impression accuracy and accuracy awareness among laypeople and scientific experts. (Large collaborative project; registered report under review at *Psychological Science*)

TEACHING EXPERIENCE

Instructor: Wharton Undergraduate Program
Negotiations, 3 sections (Spring 2026)
Average instructor rating: 3.26 on a 0-4 scale

Negotiations, 3 sections (Spring 2025)
Average instructor rating: 3.40 on a 0-4 scale

Negotiations, 3 sections (Spring 2024)
Average instructor rating: 3.17 on a 0-4 scale

Teaching Assistant: Booth Full-Time & Executive MBA Programs
Negotiations; Managerial Decision-Making; Managerial Psychology

SELECTED CONFERENCE & DEPARTMENT PRESENTATIONS

Academy of Management, August 2026
What leads people to approach disagreement as debate vs. dialogue?

International Association for Conflict Management, July 2026
What leads people to approach disagreement as debate vs. dialogue?

Society for Personality and Social Psychology, February 2026
Perceptions of maturity in leaders

Academy of Management, July 2025
Less noise, more poise: The causes and consequences of perceiving maturity in others

Academy of Management, August 2024
Navigating minds: Perceiving self-awareness in others

Trans-Atlantic Doctoral Conference, May 2023
Are there gender differences in climbing up the ladder?

Booth Center for Decision Research Brown Bag, November 2022
Ignorance can be trustworthy: The effect of social self-awareness on trust

Academy of Management, August 2022
People are more trusting of others who are unaware (vs. aware) of their own negative behavior

Academy of Management August 2022
Dialogue vs. debate: Causes and consequences of two approaches to disagreement

Academy of Management, August 2022
How does variability affect humanization?

International Association for Conflict Management, July 2022
Ignorance can be trustworthy: The effect of (social) self-awareness on trust

International Association for Conflict Management, July 2022
Dialogue vs. debate: Causes and consequences of two approaches to disagreement

International Association for Conflict Management, July 2022
How does variability affect humanization? Variable (vs. constant) behavior increases perceptions of experience, but decreases perceptions of agency

Trans-Atlantic Doctoral Conference, June 2022
Ignorance can be trustworthy: The effect of (social) self-awareness on trust

Booth Center for Decision Research Brown Bag, April 2022
Ignorance can be trustworthy: The effect of (social) self-awareness on trust

East Coast Doctoral Conference, April 2022
Ignorance is trustworthy: People are more trusting of others who are unaware (vs. aware) of their own negative behavior

Academy of Management, July 2021
Making a boast believable: Disclaimers increase the effectiveness of seemingly untrue brags

International Association for Conflict Management, July 2021
Making a boast believable: Disclaimers increase the effectiveness of seemingly untrue brags

Trans-Atlantic Doctoral Conference, May 2021
Making a boast believable: Disclaimers increase the effectiveness of seemingly untrue brags

Guest Lecture at Elmhurst University (Honors Social Psych Class), February 2021
Making a boast believable: Disclaimers increase the effectiveness of seemingly untrue brags

Society for Personality and Social Psychology, February 2021
Clueless critics: Overconfidence in oneself fosters unjustified criticism of others who try (and fail).

Booth Center for Decision Research Brown Bag, October 2020
Making a boast believable: Disclaimers increase the effectiveness of seemingly untrue brags

Academy of Management, August 2020
Can birds of different feathers flock surprisingly well together? Expected versus actual consequences of discussing divisive viewpoints

International Association for Conflict Management, July 2020
Can birds of different feathers flock surprisingly well together? Expected versus actual consequences of discussing divisive viewpoints

Society for Personality and Social Psychology, February 2020
Fibbing about your feelings: How feigning happiness in the face of personal hardship affects trust

Academy of Management, August 2019
Gender differences in running for political office? Candidate experience closes the gap between women and men

Academy of Management, August 2019
Fibbing about your feelings: How feigning happiness in the face of personal hardship affects trust

International Association for Conflict Management, July 2019
Fibbing about your feelings: How feigning happiness in the face of personal hardship affects trust

Kellogg-Booth Student Symposium, May 2019
Co-organizer

East Coast Doctoral Conference, April 2019
Fibbing about your feelings: How feigning happiness in the face of personal hardship affects trust