

KRISTINA WALD

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

ACADEMIC POSITIONS

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

EDUCATION

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

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

RESEARCH INTERESTS

Impression management; trust; communication; conflict management

AWARDS & 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. & 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.

Selected Works in Progress

Wald, K. A., Caruso, H., Risen, J. L., & Zhao, X. The consequences of discussing disagreement with debate versus dialogue goals. (Under review at *Organization Science*)

Apalkova, A., **Wald, K. A.,** & Risen, J. L. What leads people to approach disagreement as debate versus dialogue? (Manuscript completed, submission in progress)

Wald, K.A. & Schweitzer, M. Perceptions of maturity in leaders.

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

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

TEACHING EXPERIENCE

Instructor: Wharton Undergraduate Program

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

CONFERENCE & DEPARTMENT PRESENTATIONS

Academy of Management, July 2025

Less noise, more poise: The causes and consequences of perceiving maturity in others

International Association for Conflict Management, July 2025

Poster: Less noise, more poise: The causes and consequences of perceiving maturity in others

Keeping the Republic Conference (Notre Dame), May 2025

Poster: It's the goal that counts: The consequences of discussing disagreement with debate versus dialogue goals

Academy of Management, August 2024

Navigating minds: Perceiving self-awareness in others

International Association for Conflict Management, June 2024

Poster: Navigating minds: Perceiving self-awareness in others

Society for Judgment and Decision Making, November 2023

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

Trans-Atlantic Doctoral Conference, May 2023

Are there gender differences in climbing up the ladder?

Booth Center for Decision Research Brown Bag, November 2022

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

Academy of Management, August 2022

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

Academy of Management August 2022

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

Academy of Management, August 2022

How does variability affect humanization?

International Association for Conflict Management, July 2022

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

International Association for Conflict Management, July 2022

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

International Association for Conflict Management, July 2022

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

Trans-Atlantic Doctoral Conference, June 2022

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

Booth Center for Decision Research Brown Bag, April 2022

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

East Coast Doctoral Conference, April 2022

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

Society for Personality and Social Psychology, February 2022

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

Trans-Atlantic Doctoral Conference, May 2021

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

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

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

Society for Personality and Social Psychology, February 2021

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

Society for Judgment and Decision Making, December 2020

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

Booth Center for Decision Research Brown Bag, October 2020

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

Academy of Management, August 2020

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

International Association for Conflict Management, July 2020

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

East Coast Doctoral Conference, March 2020

(Accepted; conference canceled)

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

Society for Personality and Social Psychology, February 2020

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

Academy of Management, August 2019

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

Academy of Management, August 2019

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

International Association for Conflict Management, July 2019

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

Kellogg-Booth Student Symposium, May 2019

Co-organizer

East Coast Doctoral Conference, April 2019

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