

# Daniel R. Ames

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## **Positions**

Sanford C. Bernstein Associate Professor of Leadership and Ethics, Management Division, Columbia Business School, Columbia University. August 2006 to present.

Assistant Professor, Management Division, Columbia Business School, Columbia University. August 2002 to July 2006.

## **Education**

December 1999	Ph.D.	Social and Personality Psychology University of California, Berkeley
May 1997	M.A.	Social and Personality Psychology University of California, Berkeley
May 1991	B.A.	Double Major: English, Economics Beloit College, Beloit, WI

## **Awards and Honors**

2008	Berkeley-Columbia EMBA Award for Excellence, 2008 <i>Awarded by the Berkeley-Columbia EMBA graduating class for teaching excellence</i>
2006	Appointed Sanford C. Bernstein Associate Professor of Leadership and Ethics, Columbia Business School
2005	Dean's Award for Innovation in the Curriculum
2004	Dean's Award for Teaching Excellence in a Core Course
2003	Academy of Management 2003 "Best Paper Award," Organizational Behavior Division

## Papers and Publications

### *Journal and peer-reviewed articles*

Ames, Daniel R. and Johar, Gita (in press). I'll know what you're like when I see how you feel: How and when affective displays adjust impressions. *Psychological Science*.

Ames, Daniel R. (in press). In search of the right touch: Interpersonal assertiveness in organizational life. *Current Directions in Psychological Science*.

Ames, Daniel R. (2008). Assertiveness expectancies: How hard people push depends on the consequences they predict. *Journal of Personality and Social Psychology*, 95, 1541-1557.

Ames, Daniel R., and Bianchi, Emily (2008). The agreeableness asymmetry in first impressions: Perceivers' impulse to (mis)judge agreeableness and how it is moderated by power. *Personality and Social Psychology Bulletin*, 34, 1719-1736.

Anderson, Cameron P., Ames, Daniel R., and Gosling, Samuel D. (2008). Punishing hubris: The perils of status self-enhancement in teams and organizations. *Personality and Social Psychology Bulletin*, 34, 90-101.

Ames, Daniel R. and Flynn, Francis J. (2007). What breaks a leader: The curvilinear relation between assertiveness and leadership. *Journal of Personality and Social Psychology*, 92, 307-324.

Kammrath, Lara K., Ames, Daniel R., and Scholer, Abigail A. (2007). Keeping up impressions: Inferential standards for impression change across the Big Five. *Journal of Experimental Social Psychology*, 43, 450-457.

Morris, Michael W., Sheldon, Oliver J., Ames, Daniel R., and Young, Maia J. (2007). Metaphors and the market: Consequences and preconditions of agent and object metaphors in stock market commentary. *Organizational Behavior and Human Decision Processes*, 102, 174-192.

Flynn, Francis J. and Ames, Daniel R. (2006). What's good for the goose may not be as good for the gander: The benefits of self-monitoring for men and women in task groups and dyadic conflicts. *Journal of Applied Psychology*, 91, 272-281.

Flynn, Francis J., Reagans, Ray, Amanatullah, Emily, and Ames, Daniel R. (2006). Helping one's way to the top: Self-monitors achieve status by helping others and knowing who helps whom. *Journal of Personality and Social Psychology*, 91, 1123-1137.

Ames, Daniel R., Rose, Paul, and Anderson, Cameron P. (2006). The NPI-16 as a short measure of narcissism. *Journal of Research in Personality*, 40, 440-450.

Denson, Thomas, Lickel, Brian, Curtis, Mathew, Stenstrom, Douglas, & Ames, Daniel (2006). The roles of entitativity and essentiality in judgments of collective responsibility. *Group Processes and Intergroup Relations*, 9, 43-61.

Ames, Daniel R. and Iyengar, Sheena S. (2005). Appraising the unusual: Framing effects and moderators of uniqueness-seeking and social projection. *Journal of Experimental Social Psychology*, 41, 271-282.

Lickel, Brian, Schmader, Toni, Curtis, Mathew, Barquissau, Marchelle, and Ames, Daniel (2005). Vicarious shame and guilt. *Group Processes and Intergroup Relations*, 8, 145-157.

Ames, Daniel R. (2004). Strategies for social inference: A similarity contingency model of projection and stereotyping in attribute prevalence estimates. *Journal of Personality and Social Psychology*, 87, 573-585.

Ames, Daniel R. (2004). Inside the mind-reader's toolkit: Projection and stereotyping in mental state inference. *Journal of Personality and Social Psychology*, 87, 340-353.

Ames, Daniel R., Flynn, Francis J., Weber, Elke U. (2004). It's the thought that counts: On perceiving how helpers decide to lend a hand. *Personality and Social Psychology Bulletin*, 30, 461-474.

Ames, Daniel R. and Kammrath, Lara K. (2004). Mind-reading and metacognition: Narcissism, not actual competence, predicts self-estimated ability. *Journal of Nonverbal Behavior*, 28, 187-209.

Weber, Elke U., Ames, Daniel R., and Blais, Ann-Renée (2004). How do I choose thee? Let me count the ways: A functional analysis of modes of decision making in American and Chinese novels. *Management and Organization Review*, 1, 1-32.

Morris, Michael W., Menon, Tanya, and Ames, Daniel R. (2001). Culturally conferred conceptions of agency: A key to social perception of persons, groups, and other actors. *Personality and Social Psychology Review*, 5, 169-182.

Morris, Michael W., Leung, Kwok, Ames, Daniel R., and Lickel, Brian A. (1999). Views from inside and outside: Integrating *emic* and *etic* insights about culture and justice judgments. *Academy of Management Review*, 24 (4), 781-796.

### *Chapters and other publications*

Ames, Daniel R. (2005). Everyday solutions to the problem of other minds. In B. F. Malle and S. D. Hodges (Eds.), *Other Minds: How human bridge the divide between self and others* (pp. 158-173). New York, NY: Guilford Publications.

Ames, Daniel R., Knowles, Eric D., Rosati, Andrea D., Morris, Michael W., Kalish, Charles W., and Gopnik, Alison (2001). The social folk theorist: Insights from social and cultural psychology on the contents and contexts of folk theorizing. In B. Malle, L. Moses, and D.

Baldwin (Eds.), *Intentions and intentionality: Foundations of social cognition* (pp. 307-329). Cambridge, MA: MIT Press.

Morris, Michael W., Ames, Daniel R., and Knowles, Eric D. (2001). What we theorize when we theorize that we theorize: The 'lay theory' construct in developmental, social, and cultural psychology. In G. Moskowitz (Ed.), *Cognitive Social Psychology* (pp. 143-161). Mahwah, NJ: Lawrence Erlbaum.

Peng, Kaiping, Ames, Daniel R., and Knowles, Eric D. (2001). Culture and human inference: Perspectives from three traditions. In D. Matsumoto (Ed.), *Handbook of Cross-cultural Psychology*. Oxford: Oxford University Press.

Rosati, Andrea D., Knowles, Eric D., Gopnik, Alison, Kalish, Charles W., Ames, Daniel R., and Morris, Michael W. (2001). The rocky road from acts to dispositions: Insights for attribution theory from developmental research on theories of mind. In B. Malle, L. Moses, and D. Baldwin (Eds.), *Intentions and intentionality: Foundations of social cognition* (pp. 287-303). Cambridge, MA: MIT Press.

### *Selected manuscripts in preparation and under review*

Ames, Daniel R. (invited contribution under review at *Research in Organizational Behavior*). Pushing up to a point: Assertiveness and effectiveness in interpersonal dynamics and organizational life.

Ames, Daniel R. (under review). Managers' interpersonal assertive across situations: Is behavior consistent? Does situational fit matter?

Ames, Daniel R. (in preparation). Once upon a term: The impact of account-giving in negotiation opening offers.

Ames, Daniel R., Bianchi, Emily C., and Magee, Joe C. (in preparation). Professed impressions: What people say about others affects onlookers' perceptions of speakers' power and warmth.

Ames, Daniel R., Kammrath, Lara K., Suppes, Alexandra, and Bolger, Niall (in preparation). Not so fast: The weak link between confidence and accuracy in thin slice impressions.

Ames, Daniel R., Weber, Elke U. and Zou, Xi (in preparation). Mind-reading in strategic interaction: The impact of assumed similarity on projection and stereotype use.

Ames, Daniel R. and Welch, William T. (in preparation). The ecology of everyday impressions: Real-world circumstances of first encounters and developing impressions.

Benjamin, Lily, Ames, Daniel, and Brockner, Joel (in preparation). Not just holding forth: The effect of listening on leadership effectiveness.

## Recent Invited Talks and Presentations

Ames, Daniel R. (2008). Impressions in the wild: Rocky roads between evidence and inference. Duck Conference on Social Cognition.

Ames, Daniel R. (2008). Pushing up to a point: Assertiveness and effectiveness in interpersonal dynamics and organizational life. Yale School of Management.

Ames, Daniel R. (2007). Pushing up to a point: Assertiveness and effectiveness in interpersonal dynamics and organizational life. Wharton OB Conference.

Ames, Daniel R. (2007). Impressions in the wild: Rocky roads between evidence and inference. Social Psychology brownbag, Princeton University Department of Psychology.

Ames, Daniel R. (2007). Assertiveness in interpersonal relations: The psychology of jerks and wimps. Organizational Behavior and Industrial Relations seminar, University of California – Berkeley Haas School of Business.

Ames, Daniel R. (2007). Impressions in the wild. Social Psychology brownbag, Harvard University Department of Psychology.

Ames, Daniel R. (2007). Not so fast: The weak link between confidence and accuracy in snap impressions. Society of Personality and Social Psychology Conference, Memphis, TN.

Ames, Daniel R. (2006). Just like me or just like them: Perceived similarity as a moderator of projection and stereotyping. Invited speaker at Social Cognition Pre-Conference, Society of Personality and Social Psychology Conference, Palm Springs, CA.

Ames, Daniel R. (2006). Projection and stereotyping in social judgment: A similarity-contingency model. Sponsor and chair of symposium, “Getting over yourself: New directions in perspective-taking and social projection research,” Society of Personality and Social Psychology Conference, Palm Springs, CA.

## Reviewing

Ad hoc book manuscript reviewer for MIT Press; Ad hoc grant reviewer, National Science Foundation (Social Psychology); Ad hoc reviewer, *Academy of Management Journal*, *Academy of Management Review*, *British Journal of Social Psychology*, *Cognition and Emotion*, *Emotion*, *European Journal of Social Psychology*, *Journal of Experimental Social Psychology*, *Journal of Personality and Social Psychology*, *Mind & Language*, *Organizational Behavior and Human Decision Processes*, *Personal Relationships*, *Personality and Social Psychology Bulletin*, *Personality and Social Psychology Review*, *Psychological Science*, *Social Cognition*

## Teaching

- *Leadership* (Columbia Business School core course in organizational behavior; Dean's Award for Teaching Excellence in a Core Course, 2004; Dean's Award for Innovation in the Curriculum, 2005)
- *Managerial Negotiations* (Columbia Business School and Executive MBA elective; Berkeley-Columbia EMBA Award for Excellence, 2008)
- *Team Dynamics* (Columbia Business School orientation)
- *Strategic Decision-making for Managers* (Columbia Business School elective)
- *Executive Education* (workshops for executive and managers in non-degree programs, including Managerial Decision-making, Negotiations, and Constructive Conflict)

## Research Interests

- *Social judgment*, including impression formation, mental state inference, and judgments of groups; processes including projection and stereotyping
- *Self judgment*, including metacognition, confidence in knowledge, accuracy, and performance, and inferences about others' perceptions of the self
- *Social behavior and outcomes*, including assertiveness, conflict, cooperation, and relationships
- *Organizational behavior*, including negotiations, leadership, decision making, and teamwork

## Professional Associations

Academy of Management, American Psychological Association, American Psychological Society, International Association for Conflict Management, Society for Personality and Social Psychology, Society for Judgment and Decision Making

## Prior Positions

Postdoctoral Research Fellow, Department of Psychology and Associate Director, Center for the Decision Sciences, Columbia University. September 2000 to August 2002.

Postdoctoral Fellow and Director of the Behavioral Lab, Stanford University Graduate School of Business. October 1999 to September 2000.