

Date: 10/06/2019

## **RESUME**

### **1. PERSONAL DETAILS**

Full Name: Andrey Elster

E-mail: aelster@technion.ac.il; andrey.elster@gmail.com

### **2. ACADEMIC DEGREES**

2017, PhD, School of Business Administration, the Hebrew University of Jerusalem

2010, MA, School of Business Administration, the Hebrew University of Jerusalem

2006, BA, School of Business Administration, the Hebrew University of Jerusalem

### **3. ACADEMIC APPOINTMENTS**

2017-2018, Postdoctoral fellow, Psychology Department, University of Maryland, College Park (Host: Michele Gelfand, PhD)

2018, Postdoctoral fellow, Department of Education and Psychology, the Open University of Israel, Raanana (Host: Sonia Roccas, PhD)

### **4. RESEARCH INTERESTS**

My research spans three interrelated areas: 1) personal values, 2) identification with an organization, and 3) cross-cultural differences in the strength of social norms. In the majority of my research I integrate different perspectives and investigate the interplay between dispositional and contextual factors. 1) In my research on personal values, I examine how individual differences in values affect behavior, decisions, attitudes, and perception. 2) In my research on identification, I investigate when identification with an organization has a crucial effect and what are the consequences of the multidimensional nature of the identification construct. 3) In my cross-cultural research, I examine how cross-cultural differences in the strength of social norms affect the relationships between individual differences (e.g., personal values) and behavior, and what are the consequences of this effect on interpersonal trust.

### **5. TEACHING EXPERIENCE**

Research Methods in Organizational Behavior, graduate

Marketing Research Methods, graduate

Foundations of Behavioral Sciences, undergraduate

Seminar on Cross-Cultural Psychology, undergraduate

Developing Questionnaires in Quantitative Research, graduate

### **6. DEPARTMENTAL ACTIVITIES**

2019-today, Faculty council

### **7. MEMBERSHIP IN PROFESSIONAL SOCIETIES**

Academy of Management

Society of Personality and Social Psychology  
International Association for Cross-Cultural Psychology

## **8. FELLOWSHIPS, AWARDS AND HONORS**

2017, Rector's grant for postdoctoral fellowship, the Hebrew University of Jerusalem, \$8,000

2017, School of Business Administration grant for postdoctoral fellowship, the Hebrew University of Jerusalem, \$15,000

2013-2016, Presidential scholarship for outstanding doctoral students, the Hebrew University of Jerusalem

2015, Travel grant, Gal-Ed Fund, \$1,000

2014, Finalist in the Student Poster Award Competition, Society for Personality and Social Psychology

2014, Travel grant, Research Authority, the Hebrew University of Jerusalem, \$1,350

2014, Research grant, Louis Guttman Research and Scholarship Fund, \$1,250

2011-2013, Extended scholarship for PhD students, School of Business Administration, the Hebrew University of Jerusalem

2010, Research grant for advanced studies in the field of management and economy, Brin Fund, \$1,840

2010, Travel grant, Gal-Ed Fund, \$1,000

2008, Research grant, Kipnis Fund, \$5,000

2008, Extended scholarship for MBA research students, the Hebrew University of Jerusalem

## **9. PUBLICATIONS**

### **Theses**

Elster, A. (2010). Differentiation seeking: Better-than-Average Effect in the context of personal values. Master thesis.

Elster, A. (2017). Tell me what is important to you and I'll tell you what you see: The effect of personal values on perception biases. PhD dissertation.

### **Refereed papers in professional journals**

#### **Published papers**

- A1. Roccas, S., Sagiv, L., Oppenheim, S., Elster, A., & Gal, A. Integrating content and structure aspects of the self: Traits, values and self-improvement. *Journal of Personality*, 82, 144-157. 2013
- A2. Kleiman, T., Sher, N., Elster, A., & Mayo, R. Accessibility is a matter of trust: Dispositional and contextual distrust blocks accessibility effects. *Cognition*, 142, 333-344. 2015

#### **Submitted papers**

- B1. Elster, A., & Sagiv, L. Personal values and perception biases.
- B2. Elster, A., & Sagiv, L. When identification with an organization matters: The moderating effect of support climate on the relationships between identification and job satisfaction.
- B3. Elster, A., Sagiv, L., & Roccas, S. The differential effect of identification modes on voice behavior in organizations.
- B4. Elster, A., & Gelfand, M. When guiding principles don't guide: The moderating effects of cultural tightness on value-behavior links.

### **Chapters in books**

- C1. Roccas, S., & Elster, A. 106-122, *The Oxford Handbook of Intergroup Conflict*; Tropp L. A. New York, NY: Oxford University Press. 2012
- C2. Roccas, S., & Elster, A. 193-212, *Religion, Personality, and Social Behavior*; Saroglou V. New York, NY: Psychology Press. 2014
- C3. Elster, A., & Sagiv, L. 1-2, Vol.6, *Wiley Encyclopedia of Management*, 3d Edition; Cooper C. L. 2015

### **Work in progress**

- D1. Elster, A., & Gelfand, M. The inter-relationship between cultural tightness-looseness and trust.
- D2. Molinari, E., Elster, A., & Kruglanski, A. Quest-for-Significance: Conceptualization and assessment.
- D3. Elster, A., Sagiv, L., & Roccas, S. From values to actions: A motivation-based typology of human behaviors.
- D4. Elster, A., Sagiv, L., & Roccas, S. Better-than-Average Effect in the context of personal values.

## **10. CONFERENCES**

### **Contributed Talks and Posters**

- F1. Elster, A., & Gelfand, M. When guiding principles don't guide: The moderating effects of cultural tightness on value-behavior links. *Understanding Personal Values*, Jerusalem, Israel, March, 2019. Oral presentation.
- F2. Elster, A., & Sagiv, L. Personal values and perception biases. *Academy of Management (AOM)*, Chicago, USA, August, 2018. Oral presentation.
- F3. Elster, A., & Sagiv, L. (2018). Personal values and perception biases. *Society for Personality and Social Psychology (SPSP)*, Atlanta, USA, March, 2018. Poster presentation.
- F4. Elster, A., & Sagiv, L. Personal values and perception biases. *European Association of Social Psychology (EASP)*, Granada, Spain, July, 2017. Oral presentation.
- F5. Arieli, S., Elster, A., & Sagiv, L. (2016). Biculturalism, language and problem-solving. *International Association of Cross-Cultural Psychology (IACCP)*, Nagoya, Japan, July-August, 2016. Oral presentation.
- F6. Elster, A., & Sagiv, L. (2016). Am I talented or lucky? The role of personal values in predicting the Self-Serving Attribution Bias. *International Association of Cross-Cultural Psychology (IACCP)*, Nagoya, Japan, July-August, 2016. Oral presentation.

- F7. Sagiv, L., Roccas, S., & Elster, A. (2016). How do values affect behavior? Let me count the ways. International Association of Cross-Cultural Psychology (IACCP), Nagoya, Japan, July-August, 2016. Oral presentation.
- F8. Elster, A., & Sagiv, L. (2016). Values and susceptibility to perception bias: The case of benevolence values and the Halo Effect. International Congress of Psychology (ICP), Yokohama, Japan, July, 2016. Oral presentation.
- F9. Elster, A., & Sagiv, L., & Roccas, S. (2016). The differential effect of identification modes on voice behavior in organization. Israel Organizational Behavior Conference (IOBC), Tel-Aviv, Israel, January, 2016. Oral presentation.
- F10. Arieli, S., & Elster, A. (2015). Biculturalism and problem-solving: The role of language in inducing cultural mindsets. Academy of Management (AOM), Vancouver, Canada, August, 2015. Oral presentation.
- F11. Elster, A., Sagiv, L., & Roccas, S. (2015). The differential effect of identification modes on initiative behavior in organization. Academy of Management (AOM), Vancouver, Canada, August, 2015. Oral presentation.
- F12. Elster, A., & Sagiv, L. (2015). The moderating effect of unit support climate on the relationship between identification and job satisfaction. European Congress of Psychology (ECP), Milan, Italy, July, 2015. Oral presentation.
- F13. Elster, A., Sagiv, L., & Roccas, S. (2014). From values to actions: A motivation-based typology of human behaviors. International Association of Cross-Cultural Psychology (IACCP), Reims, France, July, 2014. Oral presentation.
- F14. Elster, A., Sagiv, L., & Roccas, S. (2014). To be similar or to be different? The impact of better than average effect on well-being. International Congress of Applied Psychology (ICAP), Paris, France, July, 2014. Oral presentation.
- F15. Elster, A., & Sagiv, L. (2014). When hot is not so hot: The influence of personal values on the Halo Effect. Society for Personality and Social Psychology (SPSP), Austin, USA, February, 2014. Poster presentation.
- F16. Elster, A., & Sagiv, L. (2014). The interplay between organizational levels: Unit climate and antecedents of job satisfaction. Israel Organizational Behavior Conference (IOBC), Tel-Aviv, Israel, January, 2014. Oral presentation.
- F17. Elster, A., Sagiv, L., & Roccas, S. (2013). Overcoming social comparison: An alternative measure of personal values. Society for Personality and Social Psychology (SPSP), New-Orleans, USA, January, 2013. Poster presentation.
- F18. Elster, A., Amit, A., & Arieli, S. (2011). The effect of team composition in terms of traits and values on team performance. Israel Organizational Behavior Conference (IOBC), Tel-Aviv, Israel, December, 2011. Oral presentation.
- F19. Roccas, S., Sagiv, L., Oppenheim, S., Elster, A., & Gal, A. (2010). Are all personal attributes alike? Self-satisfaction with own values and traits. European Conference on Personality (ECP), Brno, the Czech Republic, July, 2010. Oral presentation.
- F20. Roccas, S., & Elster, A. (2010). Group identities. University of Massachusetts Conference on Intergroup Conflict, Amherst, USA, June, 2010. Oral presentation.
- F21. Elster, A., Sagiv, L., & Roccas, S. (2010). Uniqueness seeking in personal values. International Self-Determination Theory Conference (ISDTC), Ghent, Belgium, May, 2010. Poster presentation.