

## Jochen Reb

*Professor of Organisational Behaviour and Human Resources  
Director, Mindfulness Initiative @ SMU*

Lee Kong Chian School of Business  
Singapore Management University  
50 Stamford Road, 178899 Singapore  
Phone: +65 6828 0246, [jreb@smu.edu.sg](mailto:jreb@smu.edu.sg)

### **Educational and Employment History**

Professor 2021 – now	Singapore Management University Lee Kong Chian School of Business
Associate Professor 2009 – 2021	Singapore Management University Lee Kong Chian School of Business
Director 2014 – now	Mindfulness Initiative @ SMU Lee Kong Chian School of Business
Senior Lecturer 2012	University of Cambridge Cambridge Judge Business School
Assistant Professor 2005 – 2009	Singapore Management University Lee Kong Chian School of Business
Ph.D. May 2005	University of Arizona, USA Eller School of Business
Diplom-Kaufmann (Master) April 2000	Berlin University of Technology, Germany Faculty of Business Management
Graduate Exchange Student 1997 – 1998	Sophia University Tokyo, Japan Graduate School of Comparative Culture

### **Main Research Interests**

Decision Making in Work Contexts  
Mindfulness at Work, Mindful Leadership

## Articles in Peer-Reviewed Journals

42. Gigerenzer, G., Reb, J., & Luan, S. (Forthcoming). Smart heuristics for individuals, teams, and organizations. Annual Review of Organizational Psychology and Organizational Behavior.
41. Shaffakat, S., Otaye-Ebede, L., Reb, J., Chandwani, R., & Vongswasdi, P. (2021). Mindfulness attenuates both emotional and behavioral reactions following psychological contract breach: A two-stage moderated mediation model. Journal of Applied Psychology. DOI: 10.1037/apl0000878.
40. Masters-Waage, T.C., Jha, N., & Reb, J. (2020). COVID-19, Coronavirus, Wuhan Virus, or China Virus? Understanding how to “do no harm” when naming an infectious disease. Frontiers in Psychology, *11*, 561270. DOI: 10.3389/fpsyg.2020.561270. [Full text](#).
39. Howes, S. S., Kausel, E. E., Jackson, A.T., & Reb, J. (2020). When and why narcissists exhibit greater hindsight bias and less perceived learning. Journal of Management, *46*(8), 1498-1528. DOI: 10.1177/0149206320929421. [Full text](#).
38. Reb, J., Allen, T., & Vogus, T. (2020). Mindfulness arrives at work: Deepening our understanding of mindfulness in organizations. Organizational Behavior and Human Decision Processes, *159*, 1-7. DOI: 10.1016/j.obhdp.2020.04.001. [Full text](#).  
  
*\*Editorial to the Special Issue “Mindfulness at Work: Pushing Theoretical and Empirical Boundaries”, Reb, J., Allen, T., & Vogus, T. J (Eds.), Organizational Behavior and Human Decision Processes, 159.*
37. Kudesia, R. S., Lang, T. , & Reb, J. (2020). How institutions enhance mindfulness: Interactions between external regulators and front-line operators around safety rules. Safety Science, *122*. DOI: 10.1016/j.ssci.2019.104511. [Full text](#).
36. Dietl, E., & Reb, J. (2019). Examining mindful self-regulated attention and political skill as antecedents of leader authenticity and leadership effectiveness. Human Relations. DOI: 10.1177/0018726719888260. [Full text](#).
35. Luan, S., Reb, J., & Gigerenzer, G. (2019). Ecological rationality: Fast-and-frugal heuristics for managerial decision making under uncertainty. Academy of Management Journal, *62*, 1735–1759. DOI: 10.5465/amj.2018.0172. [Full text](#).
34. Reb, J., Narayanan, J., Chaturvedi, S., & Kudesia, R. (2019). Leader mindfulness and employee performance: A sequential mediation model of LMX quality, interpersonal justice, and employee stress. Journal of Business Ethics, *160*, 745-763. DOI: 10.1007/s10551-018-3927-x. [Full text](#).
33. Reb, J., Li, A., & Bagger, J. (2018). Decoy effect, anticipated regret, and preferences for work-family benefits. Journal of Occupational and Organizational Psychology, *91*, 441-464. DOI: 10.1111/joop.12207. [Full text](#).

32. Reb, J., Luan, S., & Greguras, G. J. (2018). Performance trends matter: But why, how, and when? Academy of Management Discoveries, 4, 501-503. DOI: 10.5465/amd.2017.0133. [Full text](#).
31. Ferris, D. L., Reb, J., Lian, H., Sim, S., & Ang, D. (2018). What goes up must... keep going up? Cultural differences in cognitive styles influence evaluations of dynamic performance. Journal of Applied Psychology, 103, 347-358. DOI: 10.1037/apl0000282. [Full text](#).
30. Luan, S., & Reb, J. (2017). Fast-and-frugal trees as noncompensatory models of performance-based personnel decisions. Organizational Behavior and Human Decision Processes, 141, 29-42. DOI: 10.1016/j.obhdp.2017.05.003. [Full text](#).
29. Reb, J., Narayanan, J., Chaturvedi, S., & Ekkirala, S. (2017). The mediating role of emotional exhaustion in the relationship of mindfulness with turnover intentions and job performance. Mindfulness, 8(3), 707-716. DOI: <https://doi.org/10.1007/s12671-016-0648-z>. [Full text](#).
28. Buchanan, J., Summerville, A., Lehmann, J., & Reb, J. (2016). The Regret Elements Scale: Distinguishing the affective and cognitive components of regret. Judgment and Decision Making, 11, 275-286. [Full text](#).
27. Reb, J., Narayanan, J., & Ho, Z. W. (2015). Mindfulness at work: Antecedents and consequences of employee awareness and absent-mindedness. Mindfulness, 6(1), 111-122. DOI: 10.1007/s12671-013-0236-4. [Full text](#)
26. Bagger, J., Reb, J., & Li, A. (2014). Anticipated regret in time-based work-family conflict. Journal of Managerial Psychology, 29(3), 304-320.
25. Reb, J., Narayanan, J., & Chaturvedi, S. (2014). Leading mindfully: Two studies on the influence of supervisor trait mindfulness on employee well-being and performance. Mindfulness, 5(1), 36-45. DOI: 10.1007/s12671-012-0144-z. [Full text](#)
24. He, J., van de Vijver, F. J., Espinosa, A. D., Abubakar, A., Dimitrova, R., Adams, B. G., ... & Villieux, A. (2014). Socially Desirable Responding Enhancement and Denial in 20 Countries. Cross-Cultural Research, 1069397114552781.
23. Reb, J., & Narayanan, J. (2014). The influence of mindful attention on value claiming in distributive negotiations: Evidence from four laboratory experiments. Mindfulness, 5(6), 756-766. DOI: 10.1007/s12671-013-0232-8. [Full text](#)
22. Connolly, T., Reb, J., & Kausel, E. E. (2013). Regret salience and accountability in the decoy effect. Judgment and Decision Making, 8(2), 136-149. [Link](#)
21. Barnes, C. M., Reb, J., & Ang, D. (2012). More than just the mean: Moving to a dynamic view of performance-based compensation. Journal of Applied Psychology, 97, 711-718. DOI: 10.1037/a0026927. [Full text](#)

20. Connolly, T., & Reb, J. (2012). Regret aversion in reason-based choice. Theory and Decision, *73*, 35-51. DOI 10.1007/s11238-011-9269-0. [Full text](#)
19. Connolly, T., & Reb, J. (2012). Towards interactive, internet-based decision aid for vaccination decisions: Better information alone is not enough. Vaccine, *30*, 3813-3818. DOI: 10.1016/j.vaccine.2011.12.094. [Full text](#)
18. Connolly, T., & Reb, J. (2011). Regret and justification as a link from argumentation to consequentialism. Behavioral and Brain Sciences, *34*, 75. [Full text](#)
17. Reb, J. (2010). The influence of past negotiations on negotiation counterpart preferences. Group Decision and Negotiation, *19*, 457-477. [Full text](#)
16. Reb, J. (2010). Integrating IOOB and JDM through process-oriented research. Industrial and Organizational Psychology, *3*, 445-447.
15. Reb, J., & Connolly, T. (2010). The effects of action, normality, and decision carefulness on anticipated regret: Evidence for a broad mediating role of decision justifiability. Cognition & Emotion, *24*, 1405-1420. [Full text](#)
14. Reb, J., & Greguras, G. J. (2010). Understanding performance ratings: Dynamic performance, attributions, and rating purpose. Journal of Applied Psychology, *95*, 213-220. [Full text](#)
13. Li, A., & Reb, J. (2009). A cross-nations, cross-cultures, and cross-conditions analysis on the equivalence of the Balanced Inventory of Desirable Responding (BIDR). Journal of Cross-Cultural Psychology, *40*, 214-233. [Full text](#)
12. Reb, J., & Connolly, T. (2009). Myopic regret avoidance: Feedback avoidance and learning in repeated decision making. Organizational Behavior and Human Decision Processes, *109*, 182-189. [Full text](#)
11. Reb, J. (2008). Regret aversion and decision process quality: Effects of regret salience on decision process carefulness. Organizational Behavior and Human Decision Processes, *105*, 169-182. [Full text](#)
10. Reb, J., & Greguras, G. J. (2008). Dynamic performance and the performance-performance rating relation. Industrial and Organizational Psychology, *1*, 194-196. [Full text](#)
9. Brockner, J., Fishman, A. Y., Reb, J., Goldman, B., Spiegel, S., & Garden, C. (2007). Procedural fairness, outcome favorability and judgments of an authority's responsibility. Journal of Applied Psychology, *92*, 1657-1671. [Full text](#)
8. Reb, J., & Connolly, T. (2007). Possession, feelings of ownership, and the endowment effect. Judgment and Decision Making, *2*, 107-114. [Full text](#)
7. Reb, J., & Cropanzano, R. (2007). Evaluating dynamic performance: The influence of

- salient gestalt characteristics on performance ratings. Journal of Applied Psychology, *92*, 490-499. [Full text](#)
6. Reb, J., Goldman, B. M., Kray, L. J., & Cropanzano, R. (2006). Different wrongs, different remedies? Reactions to organizational remedies after procedural and interactional injustice. Personnel Psychology, *59*, 31-64. [Full text](#)
  5. Connolly, T., & Reb, J. (2005a). Regret in cancer-related decisions. Health Psychology, *24*, S29-S34. [Full text](#)
  4. Connolly, T., & Reb, J. (2005b). Regret and the control of temporary preferences. Behavioral and Brain Sciences, *28*, 653-654. [Full text](#)
  3. Kray, L. J., Reb, J., Galinsky, A. D., & Thompson, L. (2004). The effect of stereotype activation on claiming and creating value in mixed-gender negotiations. Personality and Social Psychology Bulletin, *30*, 399-411. [Link](#)
  2. Cropanzano, R., Weiss, H. M., Hale, J. M. S., & Reb, J. (2003). The structure of affect: Reconsidering the relationship between negative and positive affectivity. Journal of Management, *29*, 831-857. [Link](#)
  1. Connolly, T., & Reb, J. (2003). Omission bias in vaccination decision: Where's the "omission"? Where's the "bias"? Organizational Behavior and Human Decision Processes, *91*, 186-202. [Full text](#)

## Manuscripts in the Review Process

1. Masters-Waage, T. C., Nai, J., Sim, S., Reb, J., Narayanan, J., & Tan, N. (Third revise & resubmit). Going far together by being here now: Mindfulness increases cooperation in negotiations. Organizational Behavior and Human Decision Processes.
2. Kudesia, R. S., Reina, C. S., Reb, J., Shaffakat, S., Vogus, T. J., Lehman, D., & Grossman, C. E. (Revise and resubmit). Mindful organizing in problem solving teams. Journal of Applied Psychology.
3. Masters-Waage, T. C., Reb, J., Tov, W., & Bandara, U. (Revise and resubmit). Loving kindness goes to work: An initial examination of state and longitudinal effects of loving-kindness practice on affective and motivational states at work. Mindfulness.
4. Masters-Waage, T. C., Peters, E. K., Loo, C., & Reb, J. (Under review). More than a feeling: How perceived scarcity reduces salary goals through lowering job search self-efficacy. Journal of Applied Psychology.
5. Kay, A., Masters-Waage, T. C., Vlachos, P., & Reb, J. (Under review). Mindfully outraged: Mindfulness heightens moral outrage at third-party injustice. Journal of Management.
6. Masters-Waage, T. C., Loo, C., Peters, E. K., Reb, J., & Leroy, S. (Under review). Zen and

the art of interruptions: The complementary role of state mindful awareness and acceptance in buffering against interruptions at work. Journal of Applied Psychology.

7. Wihler, A., Hüsheger, U., Reb, J., & Menges, J. (Under review). It's so boring – or is it? Examining the role of mindfulness for work performance and attitudes in monotonous jobs. Journal of Occupational and Organizational Psychology.
8. Lyddy, C. J., Darren J. Good, D. J., Michel, E. J., Ahlvik, C., & Reb, J. (Under review). Mindfulness as a personal resource: Using the JD-R framework to test emotional, cognitive, and motivational connections to burnout and work engagement. Journal of Business and Psychology.

## Books

1. Reb, J., & Atkins, P. W. B. (Eds.). (2015). Mindfulness in organizations: Foundations, research, and applications. Cambridge, UK: Cambridge University Press.

## Book Chapters, Conference Proceedings, Dissertation

12. Reb, J., & Masters-Waage, T. C. (2020). The mindful emotion management framework: How mindfulness helps employees manage emotions through reactivity, regulation, and reappraisal. In L. Yang, R. Cropanzano, C. S. Daus, V. Martínez-Tur (Eds.), *The Cambridge handbook of workplace affect* (pp. 185-199). Cambridge, UK: Cambridge University Press.
11. Kudesia, R. S., & Reb, J. (2018). Mindfulness and the risk-resilience tradeoff in organizations. In B. D. Trump, M.-V. Florin, & I. Linkov (Eds.), *IRGC resource guide on resilience (Vol. 2): Domains of resilience for complex interconnected systems* (pp. 94–101). Lausanne, CH: EPFL International Risk Governance Center.
10. Karelai, N., & Reb, J. (2015). Improving decision making through mindfulness. In Reb, J., & Atkins, P. W. B. (Eds.), *Mindfulness in organizations: Foundations, research, and applications* (pp. 163-189). Cambridge, UK: Cambridge University Press.
9. Reb, J., Sim, S., Chintakananda, K., & Bhave, D. P. (2015). Leading with mindfulness: Exploring the relation of mindfulness with leadership behaviors, styles, and development. In Reb, J., & Atkins, P. W. B. (Eds.), *Mindfulness in organizations: Foundations, research, and applications* (pp. 256-284). Cambridge, UK: Cambridge University Press.
8. Reb, J., & Atkins, P. W. B. (2015). Introduction. In Reb, J., & Atkins, P. W. B. (Eds.), *Mindfulness in organizations: Foundations, research, and applications* (pp. 1-16). Cambridge, UK: Cambridge University Press.
7. Reb, J., & Choi, E. (2014). Mindfulness in organizations. In Singh, N. (Ed.). *The psychology of meditation*. Nova. [Full text](#)

6. Reb, J., Greguras, G., Shenghua L., & Daniels, M. (2013). Performance appraisals as heuristic judgments under uncertainty. In Highhouse, S., Dalal, R. S., & Salas, E. (Eds.), Judgment and decision making at work. Routledge.
5. Chay, Y. W., Chow, C., Evers, H., Lee, C. L., Menkhoff, T., Reb, J., & Tan, J. (2013). In search of 'Asian' conceptions of leadership with a focus on mindfulness. In Menkhoff, T., Chay, Y. W., Evers, H., & Hoon, C. Y. (Eds.), Catalysts of change: Chinese business in Asia. World Scientific Publishing.
4. Slaughter, J., & Reb, J. (2006). Judgment and decision making process. In Rogelberg, S. (Ed.), The Encyclopedia of Industrial and Organizational Psychology. Sage.
3. Reb, J. (2006). Restoring fairness: A taxonomy of strategies to restore justice perceptions. Asian Academy of Management Conference Proceedings.
2. Reb, J. (2005). Evaluating dynamic performance: Effects of trend, mean, and variation of performance on performance ratings. Academy of Management Best Paper Proceedings.
1. Reb, J. (2005). The role of regret aversion in decision making. Dissertation, University of Arizona. Dissertation, University of Arizona. Supervisor: Terry Connolly. Committee members: Lee Roy Beach, Lisa D. Ordóñez, Massimo Piattelli-Palmarini.

### **Case Studies, Teaching Notes, and Practitioner-Oriented Publications**

11. Reb, J., Vadera, A., & Cheah, S. M. (2020). Carlos Ghosn: The rise and fall of an automobile legend. Part A. Teaching case. Singapore Management University. SMU Case ID: SMU-20-0017A. [Full text](#).
10. Reb, J., Vadera, A., & Cheah, S. M. (2020). Carlos Ghosn: The rise and fall of an automobile legend. Part B. Teaching case. Singapore Management University. SMU Case ID: SMU-20-0017B. [Full text](#).
9. Reb, J., Vadera, A., & Cheah, S. M. (2020). Carlos Ghosn: The rise and fall of an automobile legend. Teaching note. Parts A and B. Singapore Management University. SMU Case ID: SMU-20-0017TN. [Full text](#).
8. Yong, H. N., & Reb, J. (2017). To work or not to work? Asian Management Insights, 4, 66-71. [Full text](#).
7. Ang, J., & Reb, J. (2017). Why every manager needs a sponsor. Asian Management Insights, 4, 76-80. [Full text](#).
6. Reb, J., Iinuma, Y., & Havovi, J. (2012). The Fukushima nuclear disaster: Causes, consequences, and implications. Teaching case. Singapore Management University. SMU Case ID: SMU-12-0016. [Full text](#).
5. Reb, J., Iinuma, Y., & Havovi, J. (2012). The Fukushima nuclear disaster: Causes,

consequences, and implications. Teaching note. Singapore Management University. SMU Case ID: SMU-12-0016TN. [Full text](#).

4. Reb, J., Iinuma, Y., & Havovi, J. (2012). The Fukushima nuclear disaster: Leadership in crisis. Teaching case. Singapore Management University. SMU Case ID: SMU-12-0014. [Full text](#).
3. Reb, J., Iinuma, Y., & Havovi, J. (2012). The Fukushima nuclear disaster: Leadership in crisis. Teaching note. Singapore Management University. SMU Case ID: SMU-12-0014TN. [Full text](#).
2. Reb, J. (2012). A mindfulness training program at If Insurance. Teaching case. Singapore Management University. SMU Case ID: SMU-12-0017. [Full text](#).
1. Reb, J. (2012). A mindfulness training program at If Insurance. Teaching note. Singapore Management University. SMU Case ID: SMU-12-0017TN. [Full text](#).

## Technical Reports

1. Reb, J., Narayanan, J., & Ho Z. W. The Mindfulness at Work Scale: Development and validation. Report. Singapore Management University

## Selected Work in Progress

Maistry, G., Reb, J., Luan, S., & Menkhoff, T. Simple rules for better decision: A field intervention study on underwriting decision making.

Kudesia, R. S., Lang, T., & Reb, J. Entrainment and the temporal structuring of attention: Insights from a high-reliability explosive demolitions firm.

Luan, S., Li, A., Reb, J., & Cropanzano, R. Justice for decision making.

Sim, S., Kay, A., & Reb, J. Mindfulness and the fundamental attribution error.

Georgiadis, D., Lera, S., Kudesia, R. S., Reb, J., & Sornette, D. Mindfulness in systems of distributed cognition.

Masters-Waage, T. C., & Reb, J. The role of attention and mindfulness training in decision making.

## Graduate Student Supervision

14. Lang, T. (2020). Attention, entrainment, and rules in high reliability organizations. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.



13. Maistry, G. (2019). An examination of the effectiveness of a training programme to improve decision making in insurance risk underwriting. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
12. Ong, G. C. (2019). Corporate governance of innovation in Singapore Chinese family business. Doctoral dissertation. Singapore Management University. Role: Committee member.
11. Tan, N. (2018). Leading mindfully in dynamic times: Can a mindfulness-based leadership training and coaching program increase leadership effectiveness? Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
10. Harriman, M. K. (2018). The effect of mindfulness on stock price forecasting accuracy as mediated through emotion regulation and intuition awareness. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
9. Yong, H. N. (2017). "More free time, more overtime?" An examination of the overtime paradox for part-time employees through the lens of non-work time. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
8. Sim, S. (2016). Understanding the depleting and replenishing effects of compassion on resources and stress recovery. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
7. Koh, M. T. P. (2016). Relation of teachers' mindfulness with classroom and student outcomes: Examining potential mediating mechanisms. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
6. Tan, J. Y. Z. (2016). Leaders' status motivation and distributive justice: The moderating role of leaders' envy. Master thesis. Singapore Management University. Role: Committee member.
5. Ang, J. (2015). Sponsorship and its impact on career progression, especially for women. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
4. Gandhok, P. S. (2015). Essays in "managing intuition" for strategic option generation. Doctoral dissertation. Singapore Management University. Role: Dissertation supervisor.
3. Mishra, M. K. (2015). Conceptualization and development of a scale to measure samatva. Doctoral thesis. XLRI Xavier School of Management. Role: Committee member.
2. Depenbrock, F. (2014). Being mindfully aware and engaged at work? The role of affect regulative processes for the relationship between state mindfulness and state work engagement. Master thesis. Maastricht University. Role: 2<sup>nd</sup> Supervisor.

1. Franc, M. (2014). Facial features and the effectiveness of apology. Master thesis. Singapore Management University. Role: Committee member.

## Conference Presentations

- Connolly, T., & Reb, J. (2000). Action, arguments, and emotion: Cognitive mediation in decision-related regret. Poster presented at the annual meeting of the Society for Judgment and Decision Making, New Orleans, Louisiana, USA.
- Connolly, T., & Reb, J. (2001). Regret and cognition: Cognitive mediation in decision-related regret. Paper presented at the 18th Conference on Subjective Probability, Utility and Decision Making (SPUDM), Amsterdam, The Netherlands.
- Connolly, T., & Reb, J. (2001). “No reason to blame yourself”: Justification in decision-related regret. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Orlando, Florida, USA.
- Reb, J., & Connolly, T. (2001). Vaccination and regret: Still searching for an omission bias. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Orlando, Florida, USA.
- Connolly, T., & Reb, J. (2002). Regret avoidance in pro- and anti-vaccination choices. Paper presented at the 8<sup>th</sup> Behavioral Decision Research in Management conference, Chicago, Illinois, USA.
- Kray, L. J., Reb, J., Galinsky, A. D., & Thompson, L. (2002). Power and stereotype activation in mixed-gender negotiations. Paper presented at the annual conference of the International Association for Conflict Management, Park City, Utah, USA.
- Reb, J., & Connolly, T. (2002). Mental appropriation: Antecedents and consequences. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Kansas City, Missouri, USA.
- Reb, J., Goldman, B. M., Kray, L. J., & Hale, J. M. S. (2002). A different way to “get even” after organizational injustice: Organizational remedies, not employee retaliation. Paper presented at the annual conference of the International Association for Conflict Management, Park City, Utah, USA.
- Connolly, T., & Reb, J. (2003). Is there really an omission bias? Some counter-evidence from vaccination decisions. Poster presented at the 20<sup>th</sup> Conference on Subjective Probability, Utility and Decision Making (SPUDM), Zurich, Switzerland.
- Reb, J., & Connolly, T. (2003). Regret, norms, and decision process quality. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Vancouver, Canada.
- Reb, J., & Connolly, T. (2003). Mental appropriation: When objective ownership ≠ subjective

- ownership. Paper presented at the 20<sup>th</sup> Conference on Subjective Probability, Utility and Decision Making (SPUDM), Zurich, Switzerland.
- Reb, J., Goldman, B. M., Kray, L. J., & Hale, J. M. S. (2003). A different way to “get even”: Organizational remedies to procedural and interactional injustice. Paper presented at the annual meeting of the Academy of Management, Seattle, Washington, USA.
- Connolly, T., & Reb, J. (2004). Regret in health-related decisions. Paper presented at the National Cancer Institute, Washington, DC, USA.
- Connolly, T., & Reb, J. (2004). Decision-related regret: Recent results, new theorizing. Paper presented at the 4<sup>th</sup> Tucson Interdisciplinary Workshop on Decision Making 2004, Tucson, Arizona, USA.
- Reb, J. (2004). How do negotiators choose their counterparts? An examination of negotiation counterpart decisions. Paper presented at the annual meeting of the Academy of Management, New Orleans, Louisiana, USA.
- Reb, J., & Connolly, T. (2004). Determinants of regret intensity: A comparison of justifiability and mutability accounts. Paper presented at the 9<sup>th</sup> Behavioral Decision Research in Management conference, Durham, North Carolina, USA.
- Reb, J., Goldman, B. M., Kray, L. J., & Cropanzano, R. (2004). Avoiding the escalation of conflict: Procedural and interactional injustice call for different remedies. Paper presented at the annual conference of the International Association for Conflict Management, Pittsburgh, Pennsylvania, USA.
- Fishman, A. Y., Brockner, J., Spiegel, S., Reb, J., Goldman, B. M., & Garden C. (2005). Process fairness and judgments of accountability. Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii, USA.
- Reb, J. (2005). Evaluating dynamic performance: Effects of trend, mean, and variation of performance on performance ratings. Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii, USA.
- Connolly, T., & Reb, J., (2006). Regret aversion and reason-based choice. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Houston, Texas, USA.
- Reb, J. (2006). Concentrate! The effect of pre-negotiation concentration exercises on negotiation performance. Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii, USA.
- Reb, J. (2006). Restoring fairness: A taxonomy of strategies to restore justice perceptions. Paper presented at the Asian Academy of Management conference, Tokyo, Japan.
- Reb, J., & Connolly, T. (2006). Myopic regret aversion. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Houston, Texas, USA.

- Reb, J. (2007). Restoring justice through apologies. Paper presented at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania, USA.
- Reb, J., & Connolly, T. (2007). How regret aversion can hinder and help learning in repeated decision tasks. Paper presented at the 21<sup>st</sup> Conference on Subjective Probability, Utility and Decision Making (SPUDM), Warsaw, Poland.
- Reb, J., & Greguras, G. J. (2007). Dynamic performance, ratings, and attributions: Frequently discussed but infrequently investigated. Paper presented as part of the symposium "Performance appraisal in the real world: Bridging the science-practice gap" at the annual meeting of the Society for Industrial and Organizational Psychology, New York, New York, USA.
- Connolly, T., & Reb, J. (2008). Decision entrapment by myopic regret avoidance. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Chicago, Illinois, USA.
- Kausel, E., Reb, J., & Connolly, T. (2008). The influence of self- and other-justification on the decoy effect. Paper presented at the annual meeting of the Society for Judgment and Decision Making, Chicago, Illinois, USA.
- Reb, J., & Bagger, J. (2008). The role of anticipated regret in work-family decisions. Poster presented at the 11<sup>th</sup> Behavioral Decision Research in Management conference, San Diego, California, USA.
- Narayanan, J., Reb, J., Chen, J., & Zheng, X. (2009). When the negotiator sees red... Poster presented at the annual conference of the International Association for Conflict Management, Kyoto, Japan.
- Reb, J., & Narayanan, J. (2009). Breathe your way to a good deal: The effect of concentration exercises on negotiation outcomes. Paper presented at the annual conference of the International Association for Conflict Management, Kyoto, Japan.
- Reb, J., & Narayanan, J. (2011). Mindfully eating raisins improves negotiation success: The effect of mindfulness on negotiation performance. Paper presented at the annual conference of the International Association for Conflict Management, Istanbul, Turkey.
- Reb, J., & Ho, Z. W. (2011). Mindful decision makers: The influence of mindfulness on decision making style, competence, and outcomes. Poster presented at the 23<sup>rd</sup> Conference on Subjective Probability, Utility and Decision Making (SPUDM), Kingston-Upon-Thames, UK.
- Connolly, T., & Reb, J. (2011). Intuitive politicians or intuitive penitents? Regret aversion, accountability and justification in the decoy effect. Paper presented at the 23<sup>rd</sup> Conference on Subjective Probability, Utility and Decision Making (SPUDM), Kingston-Upon-Thames, UK.

- Reb, J., & Narayanan, J. (2012). Mindfulness enhances performance in distributive negotiations. Poster presented at the annual conference of the Society for Personality and Social Psychology, San Diego, USA.
- Reb, J. (2013). Eastern Mindfulness at Work: The Cutting Edge of Scholarship. PDW, Organizer and Presenter. Annual meeting of the Academy of Management, Orlando, USA.
- Reb, J., Chaturvedi, S., Narayanan, J. (2013). The Benefits of Mindful Leadership: Examining LMX as Mediator and Job Complexity as Moderator. Paper presented in symposium on Mindfulness at Work: Promising Areas of Research Inquiry. Annual meeting of the Academy of Management, Orlando, USA.
- Kausel, E. E., Culbertson, S. S., Jackson, A. T., Leiva, P. I., & Reb, J. (2014). The Role of Narcissism and Should Counterfactual Thinking in the Hindsight Bias. Paper presented in symposium on Decisions and Decision Makers. Annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, Hawaii, USA.
- Reb, J., & Luan, S. (2014). Fast-and-Frugal Heuristics as Models of Performance-Based Decisions. Paper presented in symposium on Decisions and Decision Makers. Annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, Hawaii, USA.
- Reb, J., (2014). Mindfulness at Work: Research, Teaching, and Practice. Organizer and Presenter. Annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, Hawaii, USA.
- Reb, J. (2014). Mediating Processes of Mindfulness. Presentation at PDW on Researching Organisational Mindfulness and Mindful Organising: Theory, Method, and Practice. Annual meeting of the Academy of Management, Philadelphia, USA.
- Reb, J. (2014). New Perspectives on Mindfulness at Work. Discussant. Annual meeting of the Academy of Management, Philadelphia, USA.
- Choi, E., & Reb, J. (2014). Examining The Effects of Corporate Mindfulness Training. Paper presented in symposium on Mindfulness at Work: Implications for Performance. Annual meeting of the Academy of Management, Philadelphia, USA.
- Lu, C.H., Paddock, L., & Reb, J. (2015). Self-esteem and Women's Performance in Mixed-gender Negotiations. Paper presented at the Asian Management Research Consortium, INSEAD, Singapore.
- Nai, J., Narayanan, J., Tan, N., Sim, S., & Reb, J. (2016). The Influence of Mindfulness on Cooperative Intentions and Behavior. Paper presented at the annual meeting of the Academy of Management, Anaheim, USA.
- Reb, J., Li, A., & Bagger, J. (2016). Preferences for Family-Friendly Benefits: Anticipated Regret, Work Centrality, and Decoy Options. Paper presented at the annual meeting of

the Academy of Management, Anaheim, USA.

Reb, J., Vongswasdi, P., Liu, Y., & Lang, T. (2016). Examining the Relation between Mindfulness and Team Performance. Paper presented as part of a symposium on Mindfulness at Work: Extensions and Explorations. Annual meeting of the Academy of Management, Anaheim, USA.

Ahlvik, C., Lyddy, C., Reina, C., Reb, J., Knappert, L., & Wincent, J. (2017). Mindfulness Training to Enhance Leaders' Interpersonal Relationships: A Randomized Field Study. Paper presented in symposium on New Perspectives on the Intersection of Employee Affect and Social Interactions. Annual meeting of the Academy of Management, Atlanta, USA.

Shaffakat, S., Otake-Ebede, L., Reb, J., Chandwani, R., & Vongswasdi, P. (2017). Acting but Not Reacting: Role of Mindfulness in Moderating the PCV – Deviance Relationship. Paper presented at the annual meeting of the Academy of Management, Atlanta, USA.

Sim, S., & Reb, J. (2018). Doing bad to do good? Compassion at work and pro-social rule breaking. Paper presented in symposium on Think Positive (Emotions)! Understanding Awe, Hope, and Compassion in Organizations. Annual meeting of the Academy of Management, Chicago, USA.

Kudesia, R. S., Reb, J., & Shaffakat, S. (2018) Do mindful individuals organize mindfully? Consequences for team problem-solving. Paper presented at the annual meeting of the Academy of Management, Chicago, USA.

Ahlvik, C., Lyddy, C., Reina, C., Good, D, & Reb, J. (2018). Overworked and Under-Resourced: A Mindfulness Intervention for Middle Manager Well-Being. Paper presented at the annual meeting of the Academy of Management, Chicago, USA.

*\*ODC Division Rupe Chisolm Award for Best Theory-to-Practice Paper.*

Lang, T., Kudesia, R., & Reb, J. (2019). Mindfulness in the Regulatory Shadow: How Institutional Rules Enhance Organizational Safety. Paper presented at the annual meeting of the Academy of Management, Boston, USA.

Kay, A., Vlachos, P., Reb, J., & Masters-Waage, T. C. (2019). Mindfulness Heightens Moral Emotions yet Lowers Punishment of Corporate Deviance. Paper presented at the annual meeting of the Academy of Management, Boston, USA.

Wihler, A., Hülshager, U., Reb, J., & Menges, J. (2019). Examining the Role of Mindfulness in Monotonous Jobs. Paper presented at the annual meeting of the Academy of Management, Boston, USA.

## **Awards**

Lee Kong Chian Fellow, Singapore Management University, 2020.

Academy of Management Conference, ODC Division, Rupe Chisolm Award for Best Theory-to-Practice Paper, 2018.

Outstanding Reviewer, Academy of Management Discoveries, 2018.

Lee Kuan Yew Fellow for Research Excellence, Singapore Management University, 2007.

Outstanding Graduate Student Award, Department of Management and Policy, University of Arizona, 2003.

Graduate Teaching Assistant Award, Department of Management and Policy, University of Arizona, 2002.

## Research Grants

„Emotion and Attention Regulation in Mindful Decision Making“. Principal Investigator. Office of Research, Singapore Management University. S\$30,000. 1/10/2020-30/09/2021.

“Designing, Implementation, and Assessing the Effectiveness of Mindfulness Training in a Corporate Context“. Rakuten Institute of Technology, Rakuten Inc. Principal Investigator. JPY1,500,000 (SGD 18,754.50). 5/2019-4/2021.

“Mindfulness-based Training Intervention for Social Workers“. Social Service Institute / TOTE Board. Principal Investigator. \$25,420. 1/2016-12/2016.

“Future Resilient Systems“. Singapore-ETH Center (SEC). Project title: “Choice Architecture to Promote Resilience in Consumption Decisions“. Co-PI. \$360,000. 11/2015-10/2018.

“An Empirical Examination of the Effectiveness of a Workplace Mindfulness Intervention with Special Focus on Interpersonal Outcomes“. S\$10,300. 1/8/2014-31/7/2015. Principal Investigator.

“Fast-and-Frugal Trees as Models of Performance-Based Decisions“. S\$3,150. 1/3/2013-31/7/2014. Principal Investigator.

„Evaluation of Dynamic Performance“. Office of Research, Singapore Management University. S\$123,436. 1/11/2008-30/10/2011. Principal Investigator.

„Restoring Trust versus Restoring Justice“. Office of Research, Singapore Management University. S\$18,612. 1/2/2007-31/1/2009. Principal Investigator.

„Remedies to Organizational Injustice“. Office of Research, Singapore Management University. S\$ 17,927.80. 1/2/2006-31/1/2007. Principal Investigator.

„Past Negotiation Outcomes and Negotiation Counterpart Decisions“. Office of Research, Singapore Management University. S\$ 3,926.40. 1/10/2005-30/9/2006. Principal Investigator.

## Scholarships

Graduate College Tuition Scholarship, Department of Management and Policy, University of Arizona, 2000 – 2005.

Graduate Registration Scholarship, Department of Management and Policy, University of Arizona, 2000 – 2005.

Project Stipend, Technical University Berlin, 1999 – 2000.

DAAD (German Academic Exchange Service) Scholarship, 1998 – 1999.

## Professional Service

### Professional Community

Editorial Board Member, Journal of Management, 2005 – present

Editorial Board Member, Journal of Business and Psychology, 2009 – present

Editorial Board Member, Organizational Behavior and Human Decision Processes, 2013 – present

Editorial Board Member, Mindfulness, 2016 – present

Editorial Board Member, Academy of Management Discoveries, 2018 – present

Ad-hoc reviewer for various journals and conferences

Committee Member, Best Paper Award Committee, International Association for Conflict Management, 2011

## Singapore Management University

*Director, Mindfulness Initiative @ SMU, 2013 – present*

*OBHR Area Coordinator, 2014 – 2017*

*OBHR Faculty Search Committee, Chair, 2013-2014, Member, 2006 – 2009, 2014 – 2017*

*OBHR PhD Programme Coordinator, 2009 – 2012, 2013 – 2014, 2017*

*OBHR PhD Programme Committee Member, 2014 – present*

*OBHR PhD Programme Planning Committee, Member, 2006 – 2009; Chair, 2009 – 2012*

*OBHR PhD Lim Kim San Fellowship Programme Coordinator, 2010 – 2012*

*SMU IRB Member*

*OBHR Visitor Coordinator, 2008 – 2010*

*First OBHR Subject Pool Coordinator, 2005 – 2008*

*First Behavioural Lab Manager, 2005 – 2008*

Chair or Member of numerous REC and SEC committees

Supervised numerous SMU students as research assistants



## Teaching Experience

### *Undergraduate*

Working and Leading in High-Performance Teams  
The Psychology of Managerial Decision Making  
Management of People at Work  
Negotiation and Conflict Management  
Strategic Management  
Organizational Behavior  
Negotiation and Bargaining

### *Master*

Managerial Decision Making  
HC Analytics and Research for Management Insights  
Solving a Human Capital Challenge from a Business Perspective  
Negotiations  
Managerial Decision Making  
Management Practice

### *EMBA*

Managerial Decision Making

### *PhD*

Methods for Empirical Business Research  
Experimental Business Research  
Leadership and Decision Making  
Judgment and Decision Making

### *Executive Development / Professional Development*

Effective Decision Making  
Discuss Decide Deliver  
Mindful Leadership  
Mindfulness in Coaching  
Mindfulness-Based Strategic Awareness Training  
Mindfulness-Based Stress Reduction

## Professional Affiliations

Academy of Management, International Association for Conflict Management, Society for Industrial and Organizational Psychology, Society for Judgment and Decision Making / European Association for Decision Making, Society for Personality and Social Psychology