

NICOLE ABI-ESBER

www.nicoleabiesber.com

EDUCATION

Harvard Business School, Harvard University (Boston, MA) 2023

Ph.D. in Organizational Behavior

Dissertation Committee Chair: Alison Wood Brooks

Harvard University (Cambridge MA) 2014

M.A. in Middle East Studies

Tufts University (Medford, MA) 2012

B.A. in Psychology, Summa Cum Laude

RESEARCH AREA

Verbal and nonverbal behaviors that foster psychological safety and empower participation and voice

PUBLICATIONS

Yeomans, M., Collins, H., **Abi-Esber, N.**, Boland, K., Brooks, A.W. (2023). A User's Guide to Conversation Research. *Advances in Methods and Practices in Psychological Science*. [\[pdf\]](#) [no data/ no osf]

Abel, J., Vani, P., **Abi-Esber, N.**, Blunden, H., Schroeder, J. (2022). Kindness in Short Supply: Evidence for Inadequate Prosocial Input. *Current Opinion in Psychology*. [\[pdf\]](#) [no data/ no osf]

Abi-Esber, N., Abel, J., Schroeder, J., Gino, F. (2022). "Just wanted to let you know..." Underestimating others' desire for constructive feedback. *Journal of Personality and Social Psychology*. [\[pdf\]](#) [\[osf\]](#)

Abi-Esber*, N., Cooney*, G., Mastroianni*, A., & Brooks, A.W. (2020). The many minds problem: Disclosure in dyadic vs. group conversation. *Current Opinion in Psychology*, 31, 22-27.

*Authors contributed equally. [\[pdf\]](#) [no data/ no osf]

Brooks, A.W., Huang, K., **Abi-Esber, N.**, Hall, B., Buell, R., & Huang, L. (2019). Mitigating envy: Why successful individuals should reveal their failures. *Journal of Experimental Psychology: General*. [\[pdf\]](#) [\[osf\]](#)

WORKING PAPERS

Abi-Esber, N., Brooks, A. W., Burriss, E. Feeling Seen: Leader Eye Gaze Promotes Psychological Safety, Participation, and Voice.

Abi-Esber, N., Mastroianni, A., & Brooks, A.W. Predicting performance based on job interviews: what you say matters less than how you say it.

Abi-Esber, N., Greer, LL, De Hoogh A. Hierarchical Elasticity: Changing Team Hierarchy Promotes Psychological Safety and Performance.

Abi-Esber, N., Brooks, A. W., Yeomans, M., Berger, J. The Power of Preparation: Brainstorming topics decreases verbal disfluencies and increases enjoyment.

Greer, LL, **Abi-Esber, N.**, Chu, C. Hierarchical Flexing: Intentionally Changing Team Hierarchy Promotes Psychological Safety and Performance.

Abi-Esber, N., Burriss, E. Consistency in Leader Emails Predicts Employee Psychological Safety and Voice.

Abi-Esber, N. Who will speak up next? A machine learning model predicting the likelihood of speaking in workplace conversations based on verbal, nonverbal, paralinguistic, and demographic inputs.

CHAired CONFERENCE SYMPOSIA

Abi-Esber, N., Hart, E. (2022, August). *Communication misperceptions: Mispredicting the outcomes of interpersonal interactions*. Symposium presented at the at the Academy of Management, Organizational Behavior and Conflict Management Divisions, Seattle, WA.

Abi-Esber, N., Blunden, H. (2022, August). *How Contextual Cues Shape Employee Voice*. Symposium presented at the at the Academy of Management, Conflict Management Division, Seattle, WA.

Abi-Esber, N., Hart, E. (2019, July). *Managing Conflict through Communication*. Symposium presented at the International Association of Conflict Management, Dublin, Ireland.

Abi-Esber, N., Greer, L. (2018, August) *The Dynamics of Social Hierarchy in Teams and Organizations*. Symposium presented at the Academy of Management, Organizational Behavior and Conflict Management Divisions, Chicago, IL.

CONFERENCE PRESENTATIONS

Abi-Esber, N., Brooks, A. W., Burriss, E. Feeling Seen: Leader Eye Gaze Promotes Psychological Safety, Participation, and Voice.

- The International Association of Conflict Management Conference (Presentation), July 2023
- The Society for Personality and Social Psychology Preconference, Bringing Intragroup Processes back to Social Psychology (Presentation), February 2022
- The Society for Personality and Social Psychology Preconference, Nonverbal Behavior (Presentation), February 2021
- The Academy of Management Conference (Presentation), August 2021
- The Society for Personality and Social Psychology Conference (Presentation), February 2021

Abi-Esber, N., Mastroianni, A., & Brooks, A.W. Predicting performance based on job interviews: what you say matters less than how you say it.

- The Academy of Management Conference, (Presentation), August 2022
- The Society for Judgment and Decision Making Conference (Presentation), November 2022

Abi-Esber, N., Abel, J., Schroeder, J., Gino, F. *“Just wanted to let you know...” Underestimating others’ desire for constructive feedback.*

- The Society for Judgment and Decision Making Conference, (Presentation), February 2022
- The Academy of Management Conference (Presentation), August 2021
- The Society for Personality and Social Psychology Conference (Presentation), February 2021
- The Society for Judgment and Decision Making Conference (Poster), December 2020

Abi-Esber, N., Brooks, A. W., Yeomans, M., Berger, J. *The Power of Preparation: The Surprising Benefits of Planning Possible Topics Before Conversing.*

- The International Association of Conflict Management Conference (Presentation), July 2020
- The Society for Judgment and Decision Making Conference (Poster), December 2020

Yeomans, M., **Abi-Esber, N.**, Collins, H., Boland, K. *Workshop: A User's Guide to Conversation Research.*

- The Academy of Management Conference (Presentation), August 2021

TEACHING

Harvard Extension School, Boston, MA Spring 2020

Instructor for *Organizational and Consumer Behavior*

- Independently designed, sourced reading materials for, and co-taught (with 1 other instructor) semester-long practitioner-oriented course on Organizational and Consumer Behavior

Harvard Extension School, Boston, MA Fall 2020

Instructor for *Organizational and Consumer Behavior*

- Independently designed, sourced reading materials for, and co-taught (with 2 other instructors) semester-long practitioner-oriented course on Organizational and Consumer Behavior for

Harvard Business School, Boston, MA Spring 2020

Teaching Fellow for *People Analytics*

- Led review sections on data analysis in R for MBA students
- Supported with course development, course materials, and grading
- MBA elective course; course Head Jeffrey Polzer

AWARDS, HONORS, AND SCHOLARSHIPS

Psychology of Technology Dissertation Award 2022

Awarded for dissertation research that uses technology to advance the field of psychology

Award for Distinguished Teaching Performance, Harvard Extension School 2021, 2020

Dean's award for instructors receiving a perfect rating of 5.0/5.0

Graduate School Leadership Incubator, Harvard University 2019-2020

One of 33 students selected across 11 Harvard graduate schools for leadership training

Foreign Language and Area Studies Fellowship, U.S. State Department 2013-2014

Full tuition federal government scholarship for master's students with outstanding foreign language skills

Presidential Public Service Fellowship, Harvard University 2013

One of 12 Harvard students selected across all graduate schools for public service award and summer funding

Summa Cum Laude, Tufts University 2012

Highest graduation honors

Phi Beta Kappa, Tufts University 2012

Selective honor society recognizing academic rigor and depth

PROFESSIONAL EXPERIENCE

- Research Associate at the Stanford Behavioral Lab** (Palo Alto, CA) July 2017 – July 2018
The Graduate School of Business, Stanford University
- Happiness Researcher with the Government of Dubai** (Dubai, UAE) June 2016 – June 2017
The Knowledge and Human Development Authority, Dubai, United Arab Emirates
- Fetchr Logistics Startup** (Dubai, UAE) May 2014– June 2016
Product Manager (Forbes #1 Startup in the Middle East in 2017 & 2019)

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

- Reviewer & member, Academy of Management Reviewer (2018- present)
Reviewer & member, International Association for Conflict Management (2018- present)
Reviewer for *Cognition* (2021-present)

LANGUAGES

English (native), Arabic (fluent), Spanish (fluent), Portuguese (beginner)

REFERENCES

ALISON WOOD BROOKS	LINDRED GREER	ETHAN BURRIS
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