

## DANIEL R. AMES

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## POSITIONS

Professor, Management Division, Columbia Business School, Columbia University.  
Tenured 2009; Promoted to Full Professor 2011.

Coordinator, Decision Making and Negotiations Cross-Disciplinary Area, Columbia  
Business School. September 2009 to present.

## 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., Weber, Elke. U. and Zou, Xi (in press). Mind-reading in strategic interaction: The impact of assumed similarity on projection and stereotype use. In press at *Organizational Behavior and Human Decision Processes*.

Ames, Daniel R., Bianchi, Emily C., and Magee, Joe C. (2010). Professed impressions: What people say about others affects onlookers' perceptions of speakers' power and warmth. *Journal of Experimental Social Psychology*, 46, 152-158.

Ames, Daniel R., Kammrath, Lara K., Suppes, Alexandra, and Bolger, Niall (2010). Not so fast: The weak link between confidence and accuracy in thin slice impressions. *Personality and Social Psychology Bulletin*, 36, 264-277.

Ames, Daniel R. (2009). Pushing up to a point: Assertiveness and effectiveness in interpersonal dynamics and organizational life. In B. Staw and A. Brief (Eds.), *Research in Organizational Behavior*, Volume 29, pp. 111-133.

Ames, Daniel R. and Johar, Gita (2009). I'll know what you're like when I see how you feel: How and when affective displays adjust impressions. *Psychological Science*, 20, 586-593.

Ames, Daniel R. (2008). In search of the right touch: Interpersonal assertiveness in organizational life. *Current Directions in Psychological Science*, 17, 381-385.

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. and Mason, Malia F. (in press). Mind perception. To appear in the *Sage Handbook of Social Cognition*.

Ames, Daniel R. (2011). Pushing up to a point: The psychology of interpersonal assertiveness. In J. Forgas, A. Kruglanski, & K. Williams (Eds.), *Social conflict and aggression*. New York, NY: Psychology Press.

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, Benjamin, Lily, and Brockner, Joel (in preparation). Listening and interpersonal influence: Receptive behavior as carrier and barrier for individual differences.

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

Ames, Daniel R., Bianchi, Emily C., and Hansen, Katherine (in preparation). When a thousand words paint a picture: The moderated extraversion-halo in initial impressions.

Mason, Malia F., Ames, Daniel R. and Bianchi, Emily C. (in preparation). There's a place for you in my mind: How perceptions of mental real estate affect relationship attitudes.

## **RECENT TALKS AND PRESENTATIONS**

Ames, Daniel R. (2011). The psychology of interpersonal assertiveness. Tepper School of Management, Carnegie Mellon University.

Ames, Daniel R. (2011). A piece of your mind: How memory behaviors influence assumptions about social attitudes. Society of Personality and Social Psychology Conference, San Antonio, TX.

Ames, Daniel R. (2010). Pushing up to a point: The psychology of interpersonal assertiveness. Kellogg School of Management, Management and Organizations Department.

Ames, Daniel R. (2010). Pushing up to a point: The psychology of interpersonal assertiveness. Sydney Symposium on Social Conflict and Aggression.

Ames, Daniel R. (2009). Impressions in the wild: Rocky roads between evidence and inference. Social/Personality Psychology Seminar, Yale University.

Ames, Daniel R. (2009). Pushing up to a point: Assertiveness and effectiveness in interpersonal dynamics and organizational life. Haas School of Business.

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.

## **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

## **OUTSIDE ACTIVITIES**

Workshops and training for organizations including Center for Curatorial Leadership, Goldman Sachs, JPMorgan Chase, Milbank Tweed Hadley McCloy LLP, Morgan Stanley, and Uncommon Schools