DANIEL R. AMES

707 Uris Hall
Columbia Business School
3022 Broadway Avenue
New York, NY 10027

(212) 854-0784 office
daniel.ames@gsb.columbia.edu

POSITIONS

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

Coordinator, Negotiation curriculum, Columbia Business School.

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

2011	Dean's Award for Teaching Excellence
2008	Berkeley-Columbia EMBA Award for Excellence
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 "Best Paper Award," Organizational Behavior Division

PAPERS AND PUBLICATIONS

Journal and peer-reviewed articles

Peters, Heinrich, Götz, Friedrich M., Ebert, Tobias, Müller, Sandrine R., Rentfrow, P. Jason, Gosling, Samuel D., Obschonka, Martin, Ames, Daniel, Potter, Jeff, & Matz, Sandra C. (in press at *Journal of Personality and Social Psychology*). Regional personality differences predict variation in early COVID-19 infections and mobility patterns indicative of social distancing.

Mor, S., Toma, C., Schweinsberg, M., & Ames, D. (2019). Pathways to intercultural accuracy: Social projection processes and core cultural values. *European Journal of Social Psychology, 49*, 47-62.

Mason, Malia F., Wiley, Elizabeth A., & Ames, Daniel R. (2018). From belief to deceit: How expectancies about others' ethics shape deception in negotiations. *Journal of Experimental Social Psychology*, *76*, 239-248.

Ames, Daniel, Lee, Alice, and Wazlawek, Abbie (2017). Interpersonal assertiveness: Inside the balancing act. *Social and Personality Psychology Compass, 11*(6).

Lee, Alice J., and Ames, Daniel R. (2017). "I can't pay more" versus "It's not worth more": Divergent effects of constraint and disparagement rationales in negotiations. *Organizational Behavior and Human Decision Processes*, *141*, 16-28.

Chun, Jinseok S., Ames, Daniel R., Uribe, Jose N., and Higgins, E. Tory (2017). Who do we think of as good judges? Those who agree with us *about us*. *Journal of Experimental Social Psychology, 69*, 121-129.

Slepian, Michael L. and Ames, Daniel R. (2016). Internalized impressions: The link between apparent facial trustworthiness and deceptive behavior is mediated by targets' expectations of how they will be judged. *Psychological Science, 27*, 282-288.

Reeck, Crystal, Ames, Daniel R., and Ochsner, Kevin N. (2016). The social regulation of emotion: An integrative, cross-disciplinary model. *Trends in Cognitive Sciences*, *20*, 47-63.

Ames, Daniel R. and Lee, Alice J. (2015). Tortured beliefs: How and when prior support for torture skews the perceived value of coerced information. *Journal of Experimental Social Psychology, 60*, 86-92.

Ames, Daniel R. and Mason, Malia F. (2015). Tandem anchoring: Informational and politeness effects of range offers in social exchange. *Journal of Personality and Social Psychology, 108*, 254-274.

Ames, Daniel R. and Wazlawek, Abbie S. (2014). Pushing in the dark: Causes and consequences of limited self-awareness for interpersonal assertiveness. *Personality and Social Psychology Bulletin, 40*, 775-790.

Sheldon, Oliver J., Dunning, David, & Ames, Daniel R. (2014). Emotionally unskilled, unaware, and uninterested in learning more: Reactions to feedback about deficits in emotional intelligence. *Journal of Applied Psychology, 99*, 125.

Mason, Malia F., Lee, Alice J., Wiley, Elizabeth A., and Ames, Daniel R. (2013). Precise offers are potent anchors: Conciliatory counteroffers and attributions of knowledge in negotiations. *Journal of Experimental Social Psychology, 49*, 759-763.

Ames, Daniel R., Mor, Shira, and Toma, Claudia (2013). The double-edge of similarity and difference mindsets: What comparison mindsets do depends on whether self or group representations are focal. *Journal of Experimental Social Psychology*, *49*, 583-587.

Yap, Andy, Mason, Malia F., and Ames, Daniel R. (2013). The powerful size others down: The link between power and estimates of others' size. *Journal of Experimental Social Psychology*, *49*, 591-594.

Ames, Daniel R., Benjamin, Lily, and Brockner, Joel (2012). Listening and interpersonal influence. *Journal of Research in Personality 46*, 345-349.

Ames, Daniel R., Weber, Elke U. and Zou, Xi (2012). Mind-reading in strategic interaction: The impact of assumed similarity on projection and stereotyping. *Organizational Behavior and Human Decision Processes*, *117*, 96-110.

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 C. (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. (2012). Mind perception. In S. T. Fiske & C. N. Macrae (Eds.), *The SAGE Handbook of Social Cognition* (pp. 115-137). Thousand Oaks, CA: Sage.

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* (pp. 65-79). 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.

RECENT TALKS AND PRESENTATIONS

Ames, Daniel R. (2022). Bringing Negotiation Skills Trainings to Underserved Communities: Lessons Learned from the ReAP Program. Seminar sponsored by the Harvard Kennedy School's Women and Public Policy Program and the Program on Negotiation.

Ames, Daniel R. (2022). Views from the Competitive Jungle: How Worldviews Shape Social Judgments. Georgetown University McDonough School of Business, Management Seminar.

Ames, Daniel R. (2021). When bargainers disclose their priorities. Academy of Management 2021 conference.

Ames, Daniel R. (2021). When bargainers disclose their priorities. International Association of Conflict Management 2021 conference.

Ames, Daniel R. (2021). Priors and priorities: Expected and actual consequences of disclosure during bargaining. Organizational behavior seminar at INSEAD.

Ames, Daniel R. (2019). Priors and priorities: Expected and actual consequences of disclosure during bargaining. Harvard Business School, Harvard University.

REVIEWING AND EDITORIAL BOARDS

Ad hoc reviewer at journals including: *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 Psychology: General, 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*

RESEARCH INTERESTS

- *Social judgment*, including impression formation, mental state inference, and judgments of groups; processes including projection and stereotyping

- *Self judgment*, including self-awareness, 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

TEACHING

- *Immersive Teamwork* (Columbia Business School elective)

- *Managerial Negotiations* (Columbia Business School and Executive MBA elective; executive education workshops)

- Other workshops and executive education topics including conflict, coalitions, decision making, and teams

- Creator of negotiation course for the Tamer Center's Re-entry Acceleration Program (REAP), leading teams of CBS MBA students teaching negotiation skills to formerly-incarcerated individuals

PROFESSIONAL AFFILIATIONS

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 Away, Beachwold, Beloit College, The Center for Curatorial Leadership, Columbia University Medical Center, Declare, Ellevate, Fairygodboss, Happy Family Brands, JPMorgan Chase, NeueHouse, the Metropolitan Museum of Art, Spotify, UBS, Women in Innovation, Women's Jewelry Association, and Zocdoc. Founder, Negotiable (digital negotiation tutorial). Owner, Third Party Productions LLC. Creator, Lucidian (multi-team mega-game). Owner, Set Forth LLC.