

CURRICULUM VITAE

• **Personal Details**

Dorit Efrat-Treister

The Department of Management, The Guilford Glazer Faculty of Business & Management, Ben-Gurion University of the Negev, POB 653, Beer Sheva 84105, Israel.

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• **Education**

B.A. Haifa University, Psychology.
2002-2005

M.Sc. Technion - Israel Institute of Technology
2005-2007 Industrial/Organizational Psychology
Advisor: Prof. Anat Rafaeli
Thesis: The Effect of Emotion on Performance in Creative and Systematic Tasks: the Bright and Dark Sides of Anger.

Ph.D. Technion - Israel Institute of Technology
2009-2014 Industrial/Organizational Psychology
Advisor: Prof. Anat Rafaeli
Thesis: Hospital Aggression - A Cross Cultural Perspective.

• **Employment History**

2016- Current: Lecturer, Department of Management, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev.

Summers of 2017 & 2018: Visiting Scholar, Sauder School of Business, Organizational Behaviour & Human Resources Division, The University of British Columbia.

2014-2016: Post-Doctoral Fellow, Sauder School of Business, Organizational Behaviour & Human Resources Division, The University of British Columbia. Advisor: Prof. Sandra Robinson.

• **Academic Activities**

(a) Organization of academic activities:

2017-currently: Organizational Behavior and Decision Making seminar coordinator, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev.

2018: Symposium chair: Working Globally. *AOM Specialized Conference: From Start-up to Scale-up. Tel-Aviv, Israel. (December 2018)*

- 2018: Plenary session: Reducing Patient Aggression against Hospital Staff. Independent Doctor's Conference. *Caesarea, Israel*.
- 2018: Symposium chair: Distance & Interpersonal Feelings/Interactions. *Distance in Organizations Workshop. Montreal, Canada*.
- 2018: Panellist: Preparing for the job market. *Distance in Organizations Workshop. Montreal, Canada*.
- 2018: Panellist, Doctoral Students and Junior Faculty Consortium. Panels: Learning from experience of leading academics; establishing professional networks. *Israel Organizational Behavior Conference (IOBC), Haifa, Israel*.
- 2017: Organizing committee: Judgement and Decision Making: Real World Implications, *Workshop of the Decision Making and Economic Psychology center (BGU) & the Federmann Center for the Study of Rationality (HUJI). Beer Sheva, Israel*.
- 2016: Symposium Chair: Walking on the Dark Side: Multiple Methods and Findings of Workplace Deviance. *International Association for Conflict Management. New York, NY, USA*.
- 2010: Symposium Chair: Daring to Face Aggression, Caring to Understand It. *Academy of Management Annual Meeting. Montreal, Canada*.

(b) Significant professional consulting

- 2007-2008: Ergonomic Consulting, The Research Center for Work Safety and Human Engineering, Technion- Israel Institute of Technology.
- 2006-2007: Organizational psychologist, reserve duty, medical troops, IDF.

(c) Membership in professional/scientific societies

European Association of Work and Organizational Psychology
International Association of Conflict Management
Academy of Management
The Israel National Institute for Health Policy Research
EMONET – Emotions Network
Social Nature of Emotions
Distance in Organizations
Decision Making and Economic Psychology

(d) Reviewer for Scientific Journals:

Journal of Business Ethics
Journal of the Academy of Marketing Science
Journal of Organizational Behavior

(e) Reviewer for Scientific Conferences:

Academy of Management Annual Meeting
AOM Specialized Conference: From Start-Up to Scale-Up

Israel Organizational Behavior Conference
International Association for Conflict Management.
EMONET Conference
Distance in Organizations

• **Educational Activities**

(a) Courses taught

Stress in health care systems, MA, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev.

Man-Machine Interface, BA, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev.

Macro Organizational Behavior, BA, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev.

Stress in Organizations, MBA, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev.

Introduction to Organizational Behavior, BA, Sauder School of Business, University of British Columbia.

Organizational Behavior, B.Sc. Industrial Engineering and Management, Technion- Israel Institute of Technology.

Organizational Behavior, M.Sc. Industrial Engineering and Management, Technion- Israel Institute of Technology.

Human Factors Engineering, B.Sc. Industrial Engineering and Management, Technion- Israel Institute of Technology.

Human Performance, B.Sc. Industrial Engineering and Management, Technion- Israel Institute of Technology.

Emotions in Organizations, Galilee Institute.

Managing Emotional Intelligence & Diversity. Galilee Institute.

(b) Research students

2018 - currently: Ido Zigdon, MA in Management, Honors program, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev.

2017 - currently: Noi Krom, MA in Management, Honors program, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev.

2010: Ori Plonsky, Noa David, Alon Dorban, Michal Gologorsky; BS.c. in Industrial Engineering final project; Advisor of multidisciplinary final

undergraduate project combining organizational behavior & operational research; Project won the *Jacob Nachmani* excellence award; Jointly advised together with Prof. Anat Rafaeli and Prof. Avishai Mandelbaum.

• **Awards, Citations, Honors, Fellowships**

(a) Awards

- 2017: Teaching excellence award, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev.
- 2011: *Sandor Szego* award for excellence in teaching. Technion - Israeli Institute of Technology (\$2,600).
- 2010: *The Israel National Institute for Health Policy and Health Service (NIHP)* graduate excellence award (\$10,500).
- 2010: *Zeff* excellence award for beginning PhD students (\$5,000).
- 2008: *Taab* excellence award (\$500).
- 2007: *Bond University* Travel and research excellence award (\$800).
- 2005: *Salti Foundation* excellence award (\$1,200).

(b) Fellowships

- 2014: *The Israel Council for Higher Education (Vatat)*. (2 years, \$40,000). Post-doctoral research fellowship.
- The Israel Association for Canadian Studies (IACS)*. (1 year, NIS 22,000). Research grant.
- 2009-2013: Faculty of Industrial Engineering and Management, Technion- Israel Institute of Technology. (4 years, \$18,000, annually). Doctoral research scholarship.
- 2005-2007: Faculty of Industrial Engineering and Management, Technion- Israel Institute of Technology. (2 years, \$ 12,000, annually). Masters' research scholarship.

• **Research Grants**

- 2018: *Israel Science Foundation (ISF)*. Dorit Efrat-Treister (IP). "Buffering Waiting-Induced Aggression". (3 years, \$104,660).
- 2018: *Israel Science Foundation (ISF)*. Dorit Efrat-Treister (IP). New faculty member equipment grant. (3 years, \$8219)

- 2016: *The Israel National Institute for Health Policy Research (NIHP)*. Alon Lisak (PI), Dorit Efrat-Treister (PI). "Cultural Sensitivity and Accessibility in Health-Care Systems". (1.5 years, \$ 24,924).
- 2014: *The Israel National Institute for Health Policy Research (NIHP)*. Anat Rafaeli (PI), Chen Shapira, Arie Eisenman, Dorit Efrat-Treister, Dalit Lev-Arie Margalit. "The Influence of Providing Information on Reducing Aggressive Tendencies of Patients and Escorts toward ED Medical Staff". (1.5 years, \$39,500).
- 2013: *Israel Science Foundation (ISF)*. Anat Rafaeli (PI), Dorit Efrat-Treister. "Values, Offenses and Aggression: a Group and Individual Level Multi-Culture Analysis of Aggression toward Medical Service Providers in Israel" (NIS 3 years, \$90,000)
- 2013: *The Magi Foundation*. Dorit Efrat-Treister (PI), Dalit Lev-Arie Margalit (PI) "Clowns' Time is No Joke - Optimizing the Intervention of the Medical Clown"(1 year, \$13,200).
- 2011: *The Israel National Institute for Health Policy and Health Service (NIHP)*. Anat Rafaeli (PI), Hanna Admi, Dorit Efrat-Treister, Arik Cheshin, Shira Agasi, Hadar Neshet. "Managing and Handling Violence and Aggression toward Hospital Medical Staff". (3 years, \$92,100).
- 2010: *The Israel Ministry of Industry and Commerce*. Anat Rafaeli (PI), Dorit Efrat-Treister, Hadar neshet. "Bullying and Hassles in the Workplace." (2 years, \$ 12,100).
- 2009: *The Israel Association for Canadian Studies (IACS)*. Dorit Efrat-Treister (PI). (1 year, \$ 4,200).

• **Scientific Publications**

Refereed articles in scientific journals:

Stamkou, E., Van Kleef, G. A., Homan, A. C., Gelfand, M. J., Van de Vijver, F. J. R., van Egmond, M. C., Boer, D., Phiri, N., Ayub, N., Kinias, Z., Cantarero, K., **Efrat-Treister, D.**, Figueiredo, A., Hashimoto, H., Hofmann, E. B., Lima, R. P., & I-Ching Lee, I.-C. (2018). Cultural collectivism and tightness moderate responses to norm violators: Effects on power perception, moral emotions, and leader support. *Personality and Social Psychology Bulletin*. (IF: 2.498. JR: 17/64 Social Psychology)

Severance, L., Bui-Wrzosinska, L., Gelfand, M. J., Lyons, S., Nowak, A., Borkowski, W., Soomro, N., Soomro, N., Rafaeli, A., **Efrat-Treister, D.**, Lin, C., & Yamaguchi, S. (2013). The Psychological Structure of Aggression across Cultures. *Journal of Organizational Behavior: Special Issue on Collaboration and Negotiation in Multi-Cultural Environments*. (20 citations; IF: 3.607; JR: 7/80, Psychology-Applied).

Rafaeli, A., Erez, A., Derfler-Rozin, R., Ravid, S., **Efrat-Treister, D.**, & Rozilio, R. (2012). When Customers Exhibit Verbal Aggression Employees Pay Cognitive

Costs. *Journal of Applied Psychology*, 97(5), 931-950. (80 citations; IF: 4.13; JR: 5/80, Psychology-Applied).

Miron-Spektor, E., **Efrat-Treister, D.**, Rafaeli, A., & Schwarz-Cohen, O. (2011). Others' Anger Makes People Work Harder Not Smarter: The Effect of Observing Anger and Sarcasm on Creative and Analytic Thinking. *Journal of Applied Psychology*, 96 (5), 1065-1075. (48 citations; IF: 4.13; JR: 5/80, Psychology-Applied).

Refereed articles in scientific journals under review:

Efrat-Treister, D., Robinson, R., & Daniels, M. (1st R&R). Putting Time in Perspective: How and Why Construal Level Buffers the Wait Time - Aggression Relationship. *Journal of Organizational Behavior: Special Issue on Time Perspective*.

Efrat-Treister, D., Houshmand, M., Michael-Tsabari, N., & Strike, V. (2nd R&R). In the Age of an Electronic Leash: Examining Work-Family Balance in Family Firms. *Family Business Review*.

Yeshua-Katz, D., & **Efrat-Treister, D.** (Invited paper, under review). Israel the "Start-up Nation": A Cultural View. *The Information Society*.

Efrat-Treister, D., Cheshin, A., Harari, D., Rafaeli, A., Agasi, S., Moriah, H., Admi, H. (under review). A Psychological Remedy for Queueing Stressors: How Predicted Remaining Wait and Perceptions of Load Moderate Service Aggression. *PlosOne*.

• Lectures and Presentations at Meetings and Invited Seminars Followed by Published Proceedings

Presentation of papers at conferences/meetings (oral or poster)

Efrat-Treister, D., Cheshin, A., Harari, D., Agasi, A., Rafaeli, A., & Moriah, H. (January, 2016). How Long Do I Still Have to Wait? Deviant Anger in the Hospital Emergency Department. *The Israel Organizational Behavior Conference (IOBC)*. Tel-Aviv, Israel.

Efrat-Treister, D., Rafaeli, A. (December, 2011). Understanding Aggression of Israeli Cultural Sub Groups through the Lens of Cultural Values of Honor and Dignity. *The First Israel Organizational Behavior Conference (IOBC)*, Tel-Aviv, Israel.

Efrat-Treister, D., Rafaeli, A. (2011, July). Understanding Aggression through the Lens of Cultural Values of Honor and Dignity. *The 2011 Annual Conference of the International Association for Conflict Management, Istanbul, Turkey*.

Moriah, H., **Efrat-Treister, D.**, Rafaeli, A., Cheshin, A., Agasi, S. (2011, July). Situational Antecedents of Customer Conflict and Aggression toward Healthcare Professionals in the Hospital Setting. *The 2011 Annual Conference of the International Association for Conflict Management, Istanbul, Turkey*.

Tzishichisky, O., Epstein, R., Ribbak, Y., Pillar, G., **Efrat-Treister, D.**, Lavie, P. (2010, September). Screening Applicants for Professional Driving License for Sleep-

Disordered Breathing. *The 20th Congress of the European Sleep Research Society, Lisbon, Portugal.*

• Lectures and Presentations at Meetings and Invited Seminars Not Followed by Published Proceedings

Presentation of papers at conferences/meetings

Krom, N., **Efrat-Treister, D.**, Cheshin, A. (August, 2018). The Impact of emotions on Satisfaction from Computer Mediated Service: Was the Customer Service provider a Human? EMONET XI, Chicago, U.S.A.

Efrat-Treister, D., Altman, D., Rafaeli, R. (May, 2018). When Too Crowded to See the Forest, Focus on the Trees. *Distance in Organizations, Montreal, Canada.*

Efrat-Treister, D., Oreg, S. (May, 2018). The Differential Effects of Construal Level on Task Performance. *Distance in Organizations, Montreal, Canada.*

Efrat-Treister, D., Robinson, R., Daniels, M., & Jeong, E. (January, 2018). The Role of Mental Construal in Buffering Aggression. *Israel Organizational Behavior Conference (IOBC). Tel-Aviv, Israel.*

Efrat-Treister, D., Moriah, H., Rafaeli, A. (December, 2017). Why am I Waiting? When Information Backfires. Judgement and Decision Making: Real World Implications, *Workshop of the Decision Making and Economic Psychology Center (BGU) & the Federmann Center for the Study of Rationality (HUJI). Beer Sheva, Israel.*

Efrat-Treister, D., Robinson, R., Daniels, M., & Jeong, E. (August, 2017). It's a Matter of Time - The Role of Mental Construal in Buffering Aggressive Reactions to Waiting. *Academy of Management. Atlanta, Georgia, USA.*

Efrat-Treister, D., Robinson, R., Daniels, M., & Jeong, E. (July, 2017). The Mechanism Explaining How Mental Construal Buffers Aggression. *International Association for Conflict Management. Berlin, Germany.*

Efrat-Treister, D., Moriah, H., Rafaeli, R. (June, 2017). Why am I Waiting? The Effects of Information on Aggression. *The Production and Operations Management Society (POMS) Conference, Tel Aviv, Israel.*

Strike, V.M., Michael-Tsabari, N., **Efrat-Treister, D.**, & Houshmand, M. (June, 2017). Lieben und Arbeiten, To Love and To Work: Understanding the Implications of Cross-Culture on Work-Life Balance in Family Firms. *International Family Enterprise Research Academy (IFERA) Conference, Zadar, Croatia.*

Efrat-Treister, D., Rafaeli, A., Shapira, C., and Eisenman, A. (May, 2017) Hospital Aggression – A Multi-Cultural Lens. *Israel National Institute for Health Policy Research. Tel Aviv, Israel.*

Efrat-Treister, D., Sandra Robinson, & Emily Jeong (June, 2016). Applying Construal Theory to Buffering Aggression in Queues. *International Association for Conflict Management. New York, NY, USA.*

Efrat-Treister, D., Cheshin, A., & Admi, H. (June, 2016). Aggression in Queues: the Light at the End of the Tunnel. *International Association for Conflict Management*. New York, NY, USA.

Efrat-Treister, D., Agasi, A. Harari, D., Moriah, H. & Rafaeli, A. (August, 2015). How Long Do I Still Have to Wait? Deviant Anger in the Hospital Emergency Department. *Academy of Management Annual Meeting*. Vancouver, Canada.

Lev -Arey, D. **Efrat-Treister, D.**, Rafaeli, A. Moriah, H., Rosenfeld, Y. & Admi, H. (August, 2014) Curtailing Anger in Emergency Departments: Providing Information to Patients and Escorts as a Way to Reduce Aggressive Tendencies. *Academy of Management Annual Meeting*. Philadelphia, PA, USA.

Efrat-Treister, D., Rafaeli, A., Shapira, C., and Eisenman, A. (July, 2014). Understanding Aggression through the Lens of Cultural Values. *International Association of Conflict Management*, Leiden, The Netherlands.

Efrat-Treister, D., Rafaeli, A. (August, 2013). Values, Offenses and Aggression Intensity: A Group and Individual Level Multi-Culture Analysis of Aggression toward Medical Service Providers in Israel. *Academy of Management Annual Meeting*. Orlando, Florida, USA.

Efrat-Treister, D., Rafaeli, A., Shapira, C., and Eisenman, A. (May, 2013). Values, Offenses and Aggression: A Cultural Analysis of Aggression toward Medical Service Providers in Israel. *The Social Nature of Emotions*. Amsterdam, The Netherlands.

Efrat-Treister, D., Rafaeli, A. (December 2013). The Feeling of Offense as a Predictor of Hospital Aggression - a Cultural Perspective. *The Doctoral Social Psychology Conference*. BGU, Beer Sheva, Israel.

Efrat-Treister, D., Rafaeli, A. (December, 2011). Understanding Aggression of Israeli Cultural Sub Groups through the Lens of Cultural Values of Honor and Dignity. *The First Israel Organizational Behavior Conference (IOBC)*. Tel-Aviv, Israel.

Efrat-Treister, D., Severance, L. Gelfand, M., Lyons, S. Rafaeli, A, Nowak, A., Bui-Wrzosiska, L., Soomro, N., Lin, C. and Yamaguchi, S. (2011, July). Understanding Aggression through the Lens of Cultural Values of Honor and Dignity. *The 12th European Congress of Psychology*. Istanbul, Turkey.

Efrat-Treister, D., Rafaeli, A. (2011, July). Understanding Aggression through the Lens of Cultural Values of Honor and Dignity. *The 2011 Annual Conference of the International Association for Conflict Management*. Istanbul, Turkey.

Moriah, H., **Efrat-Treister, D.**, Rafaeli, A., Cheshin, A., Agasi, S. (2011, July). Situational Antecedents of Customer Conflict and Aggression toward Healthcare Professionals in the Hospital Setting. *The 2011 Annual Conference of the International Association for Conflict Management*. Istanbul, Turkey.

Severance, L., Gelfand, M., Lyons, S., Nowak, A., Bui-Wrzosiska, L., Rafaeli, A., **Efrat-Treister, D.** Soomro, N., Lin, C., Yamaguchi, S. (2011, April). Mapping the Structure of Aggression Across Cultures. *The 26th Annual Society for Industrial and Organizational Psychology*. Chicago, USA.

Miron-Spector, E. Rafaeli, A. **Efrat-Treister, D.** (2011, April). Others' Anger Makes People Work Harder Not Smarter: The Effect of Observing Anger and Sarcasm on Creative and Analytic Thinking. *The 26th Annual Society for Industrial and Organizational Psychology*. Chicago, USA.

Tzishichisky, O., Epstein, R., Ribbak, Y., Pillar, G., **Efrat-Treister, D.**, Lavie, P. (2010, September). Screening Applicants for Professional Driving License for Sleep-Disordered Breathing. *The 20th Congress of the European Sleep Research Society*. Lisbon, Portugal.

Efrat-Treister, D., Cheshin, A., Agasi, S., Neshet, H. & Rafaeli, A. (2010, August). Aggressive Acts as Sources of Wisdom in Hospital Settings: Curtailing Cycles Helplessness. *Academy of Management Annual Meeting*. Montreal, Canada.

Agasi, S., Cheshin, A., **Efrat-Treister, D.**, Neshet, H. & Rafaeli, A. (2010, August). Antecedents to Hospital Aggression: Communication Style Workload and Crowdedness. *Academy of Management Annual Meeting*. Montreal, Canada.

Miron-Spektor, E., **Efrat-Treister, D.**, Rafaeli, A. & Schwarz, O. (2009, August). Anger Can Enhance or Hinder Performance in Creative and Structured Tasks. *Academy of Management Annual Meeting*. Chicago, USA.

Lifschitz, Y., **Efrat-Treister, D.**, Karupnia, V., Ritz, T. & Epstein, R. (2009, August). Implementation of Ergonomic Danger Factors (TLV) of Mono Tasks in Industrial Factories in Israel for Prevention of Muscle – Skeleton Disorder, by the ACGIH Instructions. *The 17th World Congress on Ergonomics IEA*, Beijing, China.

Miron-Spector, E., **Efrat-Treister, D.**, Schwarz, O. & Rafaeli, A. (2009, May). The Bright and Dark Sides of Anger: The Effect of Direct and Indirect Anger on Performance in Creative and Structured Tasks. *The 14th European Congress of Work and Organizational Psychology*, Santiago de Compostella, Spain.

Lifschitz, Y., **Efrat-Treister, D.**, Friedland, Y. & Epstein, R. (2009, March). Development of Work Inspectors' Tool for Detection of Ergonomic Risk Factors in Industrial Settings. *Ergonomics in the Industry*. Tel Aviv, Israel.

Efrat-Treister, D. & Lifschitz, Y. (2008, June). The Importance, Utility and Feasibility of Ergonomic Implications in the Industry. *The 2008 National Conference for Safety Engineers*, Ashdod, Israel.

Miron-Spektor, E., **Efrat-Treister, D.**, Schwarz, O. & Rafaeli, A. (2008, August). The Bright and Dark Sides of Anger: The Effect of Direct and Indirect Anger on Performance in Creative and Structured Tasks. *Academy of Management Annual Meeting*. Anaheim, USA.

Efrat-Treister, D., Rafaeli, A. & Miron-Spektor, E. (2007, November). The Effect of Emotion on Performance in Creative and Analytic Tasks: The Bright and Dark Sides of Anger. *The 2nd Asia-Pacific Symposium on Emotions in Work life*. Gold Coast, Australia.

Efrat-Treister, D., Moriah, H., & Rafaeli, A. (under review). Why am I Waiting? The Effects of Information on Aggression. Target: *Social Science & Medicine*.

Daniels, M., **Efrat-Treister, D.**, De Cremer, D., Reyt, J. N., Brockner, J. Wakslak, C., & Liberman, N. (In preparation). From Top to Bottom: A Multi-Level Organizational Perspective of Construal Level Theory. Target: *Academy of Management Review*.

Efrat-Treister, D., Rafaeli, A., Lisak, A., Sherf, E., Shapira, C., Eisenman, A. (In preparation). Buffering Cross-Cultural Hospital Aggression. Target: *Organizational Behavior and Human Decision Processes*.

Cheshin, A., **Efrat-Treister, D.**, Glikson, E. (In preparation). Customer Service Smiley. Target: *Journal of Applied Psychology*.

Efrat-Treister, D., Rafaeli, A., Altman, D., Lev -Arey, D., Rosenfeld., Y., Shapira, C., Eisenman, A. (In preparation). Curtailing Anger in Emergency Departments: Providing Information to Patients and Escorts as a Way to Reduce Aggressive Tendencies. Target: *Organizational Behavior and Human Decision Processes*.

Efrat-Treister, D., Robinson, R., Daniels, M., & Jeong, E. (In preparation). It's a Matter of Time. Target: *Journal of Organizational Behavior Special issue on Time Perspective*.

Efrat-Treister, D., Liask, A. Glikson, E. (In preparation). Cultural sensitivity as a Buffer for hospital Aggression. Target: *Management Science*.

Keeney, J. **Efrat-Treister, D.**, Daniels, M., Patricia, S., De Cremer, D., (In preparation). A Meta-Analysis on Construal Level Theory. Target: *Journal of Applied Psychology*.

• **Media Coverage**

- 2018: The Marker: <https://www.themarker.com/career/1.5907936>
Channel 10: <http://www.10.tv/overshav/158024>.
Channel 23: <https://www.youtube.com/watch?v=0xewqH2FEqQ&feature=youtu.be>
- 2017: BGU magazine special issue for Woman's Day: Now It's Your Turn. (March, 2017)
- 2017: Behavioural Economics: What Motivates our Decisions? *Education and Research* (Dec, 2017)
- 2011: BBC Radio Broadcast (August, 2011)
Wall Street Journal (June, 2011)
Men's Health magazine (June, 2011)
Self Magazine (May, 2011)

• **Additional Academic Activity**

- 2013: PhD Summer School on Managerial Agility and Innovation -managing change, Interdisciplinary Center (IDC) Herzliya, taught by Adam Galinski, Torry Higgins, Yaacov Trope and Ido Erev.
- 2012-2013: Statistical counselling for graduate students at Haifa University.
- 2009: Teaching assistant, Social Psychology, Haifa university.
- 2005: Research Assistant, The Institute of Information Processing and Decision Making (IIPDM), Haifa University.

• **Professional Activities**

- 2008: Educational Psychologist, Kiryat Tivon Psychological service.
- 2006-2008: Human Engeneer, The Research Center for Work Safety and Human Engineering, Technion- Israel Institute of Technology.

• **Volunteer Activities**

- 2016: Lecturer in “Ofek” program, “*An active academia in the community*”.
- 2013: Lecturer at the Haifa Center for the Blind.
- 2009: Educational Psychologist, Kiryat Tivon Psychological service. Diagnosis and therapy of children from underprivileged families, as well as organizational advice to local schools and kindergartens.

• **Computer Skills**

Spss, Mplus, C, Visual basics.

• **Languages**

Fluent in Hebrew and English (Bilingual); Spanish – advanced level