

## Sharon Arieli – Curriculum Vitae

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### ACADEMIC QUALIFICATIONS

2018-date Senior Lecturer, The Hebrew University of Jerusalem, School of Business Administration.

2014-2018 Senior Lecturer, The Open University of Israel, Department of Management and Economics.

2012-2013 Visiting Scholar (Post-doctoral fellow), University of Michigan, Psychology Department.

2007-2012 PhD at the School of Business Administration, The Hebrew University of Jerusalem. Advisor: Prof. Lilach Sagiv.

PhD committee: Prof. Shalom Schwartz, Prof. Sonia Roccas. Dissertation: *Culture and Creativity: How cultural orientation interacts with the type of problem in affecting problem-solving.*

2002-2006 MBA (*Summa cum Laude*), School of Business Administration, The Hebrew University of Jerusalem, focusing on Organizational Behavior and Marketing. M.A thesis (advisor: Prof. Lilach Sagiv): *Value congruency between students and academic disciplines: Self-selection or socialization?*

1999-2002 BA in Business Administration and Communication, The Hebrew University of Jerusalem.

### PUBLICATIONS

Arieli, S., Sagiv, L., Roccas, S. (2018). Values at work: The impact of personal values in organizations. leading article in *Applied Psychology an International Review*.

Arieli, S., & Sagiv, L. (2018). Culture and problem-solving: Congruency between the cultural mindset of individualism versus collectivism and problem type. *Journal of Experimental Psychology: General*, 147(6), 789-814. <http://dx.doi.org/10.1037/xge0000444>

Arieli, S., Amit, A., Mentser, S. (2018). Identity-Motivated Reasoning: Biased Judgments Regarding Political Leaders and their Actions. *Cognition*.

- Arieli, S., & Tenne-Gazit, O., (2017). Values and Behavior in Work Environment: Taking a multi-level perspective. In S. Roccas & L., Sagiv (Eds.), Values and Behavior: Taking a Cross-Cultural Perspective. Chapter 6, 115-142. Springer
- Arieli, S., Sagiv, L., Cohen-Shalem, E. (2016). Values in business schools: The role of self-selection and socialization. *Academy of Management Learning and Education*. 15(3), 493-507.
- Amit, A., Arieli, S., & Porzycki, N. (2016). Distinguishing Epistemically Motivated Thinkers from Systematic Thinkers. In John Humphreys (Ed.), Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management. Online ISSN: 2151-6561.
- Amit, A., Rusou, Z., & Arieli, S. (2016). An integrative review of the distinctions between intuitive and non-intuitive decision-making: Towards a multidimensional framework. *Journal of Applied Research in Memory and Cognition*. 5(3), 322-324.
- Arieli, S., Grant, A.M., & Sagiv, L (2014). Convincing Yourself to Care about Others: Increasing Benevolence Values through Self-Persuasion. *Journal of Personality*, 82(1), 15-24.
- Sagiv, L., Amit, A., Ein-Gar, D., & Arieli, S. (2014). Not all people think alike: individual differences in systematic versus intuitive cognitive style. *Journal of Personality*, 82(5), 402-417.
- Sagiv, L., Arieli, S., Goldenberg, J., & Goldschmidt, A. (2010). Structure and freedom in creativity: The interplay between task structure and individual cognitive style. *Journal of Organizational Behavior*, 31, 1086-1110.
- Sagiv, L., Schwartz, S.H., & Arieli, S. (2010) Organizational values: Individual and national perspective, in: N. Ashkenasy, M. Peterson, & C. Wilderom (Eds.). *Handbook of Organizational Culture and Climate*. Newbury Park, CA: Sage.

#### UNDER REVIEW

- Lin, Y., Arieli, S., Oyserman, D. Cultural Fluency Means All is Okay, Cultural Disfluency Implies Otherwise. R&R for *Journal of Experimental Social Psychology*.
- Arieli, S., Lee, F., Sagiv, L. Appealing to Outsiders: Organizational Impression Management and the value preferences of various external constitutes. Under Review.

#### WORKING PAPERS

- Arieli, S., Rubel-Lifshitz, T., Elster, A., & Ekelund, B., Managing Creativity in Organizations: The interplay between psychological safety, team diversity and creativity.
- Ein-Gar, D., Arieli, S. Strength of Social Network Ties Exert Varied Effects on Anticipated Shaming and Donation-Giving. Under Review.
- Itzchakov, G., Arieli, S. & Kopelman, S., Increasing the Pie: The effect of high quality listening on creativity in negotiation.
- Lin, Y., Arieli, S., Oyserman, D., Whose culture is it? How culture affects inherece depends on whether one is part of the group affirmed by the culture.
- Amit, A., & Arieli, S., A meta-analysis summarizing the relationships between systematic versus intuitive cognitive style: Are they are two poles of the same dimension or rather two orthogonal dimensions?

RESEARCH GRANTS and AWARDS

- 2017 Israeli Science Foundation (ISF), Individual Research Grant for four years (655/17): The Role of Cultural Identity in the Quest for Meaning at Work, 620,000 NIS.
- 2016 The research authority of the Open University, Individual Research Grant: Meaning at work, creativity and innovation at organizations, 35,000 NIS
- 2014 The research authority of the Open University, Individual Research Grant (Startup grant): Organizational and cultural settings that facilitate creativity in negotiation, 100,000 NIS
- 2012 Scholarship for postdoctoral training, The Hebrew University of Jerusalem, 50,000\$.
- 2011 Recanati Travel Grant, School of Business Administration, The Hebrew University of Jerusalem. For attending the Annual Meeting of the Society of Personality and Social Psychology (SPSP), San Antonio, Texas, January, 2011.
- 2011 The Haim Shtesel Extended Scholarship for outstanding doctoral students, The Hebrew University of Jerusalem.
- 2010 The 29 Doctoral Grant of the Israel Foundations Trustees (I.F.T), for conducting PhD research, \$10,000.
- 2009 Promising Dissertation Proposal Award. Academy of Management, International Management division.

- 2009 Peter Lougheed Fellowship Grant, The Hebrew University of Jerusalem, for conducting a research project in Canada, 7,500CD.
- 2009 The Canadian Friends of The Hebrew University of Jerusalem, Extended Scholarship for outstanding doctoral students.
- 2009 Gal-Ed Grant, School of Business Administration, The Hebrew University of Jerusalem, for attending the 2009 Annual Meeting of the Academy of Management, Chicago, Illinois, August, 2009.
- 2008 Recanati Travel Grant, School of Business Administration, The Hebrew University of Jerusalem, for attending the 19th International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany, July, 2008.
- 2008 Solomon Fellowship Scholarship for Doctoral Studies, The Hebrew University of Jerusalem.
- 2006-2009 Scholarship for Doctoral Studies from the School of Business Administration, The Hebrew University of Jerusalem.
- 2006 Gal-Ed Grant, School of Business Administration, The Hebrew University of Jerusalem, for attending the 26th International Congress of Applied Psychology, Athens, Greece, July 2006.

#### CONFERENCE PRESENTATIONS

- Amit, A., Arieli, S., (2018) Valuating Actions and Actors: Social Perception of Others Actions and Motives. Chair at a symposium presented at the *Academy of Management (AOM)* meeting, Chicago, Illinois, August.
- Arieli, S., Liberman, A. (2018) The Role of Openness to Change versus Conservation Values in Shaping Behavior in Work Settings. Presented at the *19th European Conference on Personality (ECP)*, Zadar, Croatia, July.
- Arieli, S., Rubel-Lifshitz, T., Elaster, A., Sagiv, L., Ekelund, B. Z. (2018). Psychological Safety, Group Diversity and Creativity. Presented at the *International Organizational Behavior Conference (IOBC)*, Tel Aviv, Israel, January.
- Arieli, S. (2017). Culture and Problem-Solving: Congruency between cultural mindset and problem type. Presented at 2017 Israeli-American Kavli Frontiers of Science Symposium, Irvine, CA, February.

- Arieli, S., Rubel-Lifschitz, T., Elaster, A., Sagiv, L., Ekelund, B. Z. (2017). Diversity IceBreaker and Creativity. Presented at the annual meeting of the *International Organizations Network* (ION), University of Texas in Dallas, Texas, February.
- Amit, A., Arieli, S. (2017). Nested Social Attributions. The Centre for the Study of Group Processes and Group Processes and Intergroup Relations' Anniversary Conference, Canterbury, Kent, UK.
- Amit, A., Arieli, S., Porzycki, N., Mentser, S., (2017) (Mis)understanding Representatives: The Interactive Effect of Identity and Attributions on Trusting Politicians as Representatives in Intergroup Conflicts. The *International Association for Conflict Management (IACM)* Conference 2017, Berlin, Germany
- Arieli, S., Amit, A., Porzycki, N., Mentser, S., (2017). The values underlying the way we perceive and interpret information in decision-making. In: Arieli, S., & Sagiv, L. Values as the Lens through Which We Perceive and Understand the World. Presented at the *18<sup>th</sup> General Meeting of The European Association of Social Psychology (EASP)*, Granada, Spain, July.
- Arieli, S., Lee, F. (2016). Affecting the perceptions of outsiders: The influence of espoused organizational values and role-based goals on the preferences of external constituents. In: Roccas, S. Seeing the world through the lens of values: The relationships between values and perception. Presented at the *31st International Congress of Psychology (ICP)*, Yokohama, Japan, July.
- Tenne-Gazit, O., Arieli, S. (2016). Values and Behavior in Work Environment: Taking a Multi-Level Perspective. In: Roccas, S., & Sagiv, L. Values and Behavior: Taking a Cross-Cultural Perspective, Part II. Presented at the *23rd Congress of the International Association for Cross-Cultural Psychology (IACCP)*, Nagoya, Japan, August.
- Arieli, S., Elster, A., & Sagiv, L. (2016). Biculturalism, Language and Problem-Solving. In: Martin, L., & Thomas, D. C. Multiculturals in Organizations: Implications and Opportunities. Presented at the *23rd Congress of the International Association for Cross-Cultural Psychology (IACCP)*, Nagoya, Japan, August.
- Amit, A., Arieli, S., & Porzycki, N. (2016). Distinguishing Epistemically Motivated Thinkers from Systematic Thinkers. Presented at *the Academy of Management (AOM)* meeting, Anaheim, CA, August.

- Arieli, S., Elaster, A., Sagiv, L., (2016). Cultural Mindset, Norms and Problem-Solving: The Role of Language in Facilitating Problem-Solving. Presented at the *International Organizational Behavior Conference (IOBC)*, Tel Aviv, Israel, January.
- Amit, A. & Arieli, S. (2016) (Mis)understanding Representatives: The Interactive Effect of Identity and Attributions on Trusting Politicians. Presented at the *International Organizational Behavior Conference (IOBC)*, Tel Aviv, Israel, January.
- Arieli, S., Rubel-Lifschitz, T., Elaster, A., Sagiv, L., Ekelund, B. Z. (2016). Diversity IceBreaker for Increases interpersonal interactions and Creativity. Presented at the annual meeting of the *International Organizations Network (ION)*, Stanford University, CA, February.
- Arieli, S., Elaster, A., Sagiv, L., (2015). Biculturalism and problem-solving: The role of language in inducing cultural mindsets. In: Arieli, S., & Fitzsimmons, S., *Multicultural employees: multiple challenges in the interplay between employees and organizations*. Presented at the *Academy of Management (AOM)* meeting, Vancouver, Canada, August.
- Arieli, S., Sagiv, L., (2014). Cultural Mindset, Problem Type and Problem-Solving. In: Oyserman, D., Van den Bos, K., *From Culture as Stable to Culture as Situated and Malleable by Context*. Society. Presented at the *50th annual meeting of Society of Experimental Social Psychology (SESP)*, Columbus, Ohio October.
- Arieli, S., Roccas, S., & Sagiv, L., (2014). I feel it in my fingers: Impacting cultural mindset through physical experience. In: Nussinson, R., & Topolinski, S. *Social distance, social bonding, and the body*. Presented at the *17th EASP general meeting*, Amsterdam, Holland, July.
- Arieli, S., Grant, A., & Sagiv, L. (2014). Value Change in Autonomous cultures: An Intervention for Enhancing Benevolence Values. In: Bardi, A. *Value Change in Cultural Contexts*. Presented at the *22nd International Congress of the International Association for Cross-Cultural Psychology (IACCP)*, Reims, France, July.
- Arieli, S., & Sagiv, L., (2014). Does Language Changes Cultural Mindset? Depends on the Identity of Bilingual Individuals. Poster presentation at *Annual Meeting of the Society of Personality and Social Psychology (SPSP)*, Austin, Texas, February.

- Arieli, S., Elster, A., Sagiv, L., & Ekelund, B. Z. (2013). Diversity Icebreaker in the Middle-East: Personality and Workshop Implications. Poster presentation at *the research conference of Center for Organizational Scholarship (POS)*, Ross Business School at the University of Michigan, Ann Arbor, Michigan, June.
- Arieli, S. & Sagiv, L. (2012). Language differences among biculturals: Using language to manipulate cultural mindset among Arabs in Israel. In: Arieli, S., & Lilach, S. Managing multicultural identities: Identity Integration across cultural and organizational contexts. Presented at the *21st International Congress of the International Association for Cross-Cultural Psychology (IACCP)*, Stellenbosch, South Africa, July.
- Arieli, S. (2011). Panelist in a Professional Development Workshop (PDW): Frontiers in cross-cultural research, *The Annual Meeting of Academy of Management (AOM)*, San Antonio, Texas, August.
- Arieli, S. (2011). Culture and creativity: How cultural orientation interacts with the type of problem in affecting problem-solving. Presented at the *Annual Meeting of Academy of Management (AOM)*, San Antonio, Texas, August.
- Arieli, S. & Sagiv, L. (2011). Culture and creativity: How cultural orientation interacts with the type of problem in affecting problem-solving. Poster presentation at *Annual Meeting of the Society of Personality and Social Psychology (SPSP)*, San Antonio, Texas, January.
- Arieli, S., Sagiv, L., & Cohen-Shalem, E. (2010). Value patterns in university departments: self-selection or socialization? In: Roocas, S., Bardi, A., & Levontin, L. Personal Values: What they are and what they are not. Presented at the *15th European Conference of Personality*, Brno, Czech Republic, July.
- Arieli, S. (2009). The differential effect of cultural autonomy versus embeddedness on problem solving tasks. Presented at a doctoral consortium of the International-Management division at the *Annual Meeting of the Academy of Management (AOM)*, Chicago, Illinois, August.
- Arieli, S. & Sagiv, L. (2009). Creativity and culture: Riddle solving and cultural autonomy versus embeddedness. In: Sagiv, L., Arieli, S. Culture and Creativity. *The Annual Meeting of the Academy of Management (AOM)*, Chicago, Illinois, August.
- Arieli, S. & Sagiv, L. (2008). Solving riddles: The Impact of individual-level and cultural-level values. *The 19th International Congress of the International Association for Cross-Cultural Psychology (IACCP)*, Bremen, Germany, July.

Sagiv, L., Roccas, S., Arieli, S., & Amit, A. (2007). Values of managers: What, how, and why? *The Annual Meeting of the Academy of Management (AOM)*, Philadelphia USA, August.

Arieli, S. & Sagiv, L. (2006). Value congruency between students and academic disciplines: Self- selection or socialization? Presented at *the 26th International Congress of Applied Psychology (ICAP)*, Athens, Greece, July.

### TEACHING EXPERIENCE

2013-Date Creativity in Organizations, elective course for MBA and EMBA students, School of Business Administration, The Hebrew University of Jerusalem.

2012-Date Creativity in Business, elective course for undergraduate students, Cornerstone Program (Avnei Pina), The Hebrew University of Jerusalem.

2009-2014 Foundations of Behavioral Sciences, core courses for graduate students, School of Business Administration, The Hebrew University of Jerusalem.

2008-2012 Research Methods, core course for graduate students, School of Business Administration, The Hebrew University of Jerusalem.

2012-2014 Creativity in Business, elective course for graduate students, Tel-Aviv University, and Ben Gurion University.

2006-2012 Creativity in Marketing, elective course for MBA students, The Hebrew University of Jerusalem, Tel-Aviv University, and Ben Gurion University.

2006-2012 Academic consultant for undergraduate business students.

### WORKSHOPS AND TRAINING

Aug, 2013 Summer Institute in Cultural Neuroscience (SICN), Center for Culture, Mind, and the Brain, University of Michigan.

Nov, 2008 4th ESS train Comparability of Survey Data across Countries and Time, European Social Survey, Mannheim, Germany.

Nov, 2008 5th ESS train Structural Equation Modeling for Cross-Cultural Research with the Program AMOS, European Social Survey, Mannheim, Germany.

### REVIEW SERVICES



Ad-Hoc Reviewer: Journal of International Business Studies, Journal of World Business, Journal of Cross-Cultural Psychology, Journal of Cross Cultural Psychology, Applied Psychology an International Review, Journal of Business Ethics, European Social Psychology, Journal of Personality, Social Psychology, Personality and Social Psychology Bulletin , Journal of Organizational Behavior.

PROFESIONAL MEMBERSHIPS: Academy of Management; International Association for Cross-Cultural Psychology; Society of Personality and Social Psychology; International Organizations Network.