

# **Martin Schweinsberg**

## **Address**

ESMT Berlin  
Schlossplatz 1  
10178 Berlin  
Germany

Phone: +49 30 212 31-1549

Email: [martin.schweinsberg@esmt.org](mailto:martin.schweinsberg@esmt.org)

Web bio: <https://esmt.berlin/person/martin-schweinsberg/bio>

---

## **Current employment**

Associate Professor of Organizational Behavior, ESMT Berlin, Germany, April 2023 – Present

Assistant Professor of Organizational Behavior, ESMT Berlin, Germany, September 2016–March 2023

## **Education**

Ph.D. Organizational Behavior, London Business School, London, United Kingdom, July 2013.  
Dissertation committee: Gillian Ku (Chair), Niro Sivanathan, David Faro

MRes. Organizational Behavior, London Business School, London, United Kingdom, 2010.

M.Sc. Organizational Psychology (Research Master) (cum laude), University of Amsterdam, Amsterdam, Netherlands, 2008.  
Supervisor: Carsten De Dreu

B.Sc. Organizational Psychology (with honors and cum laude, top 5% of the class), University of Amsterdam, Amsterdam, Netherlands, degree completed in Dutch, 2006.  
Supervisor: Carsten De Dreu

## **Past academic appointments**

Visiting Assistant Professor, University of New South Wales, School of Management Department, Sydney, Australia, December 2018 – February 2019 & December 2022 – January 2023.

Assistant Professor of Organizational Behavior, INSEAD, Fontainebleau, France, August 2013 – September 2016.

## **Research interests**

Negotiation impasses and conflict resolution

Reproducible, open and collaborative scientific knowledge production; psychology of analyzing data

## **Peer-reviewed publications**

Schweinsberg, M., H. M. Petrowsky, B. Funk, and D. D. Loschelder (2023). Understanding the first-offer conundrum: How buyer offers impact sale price and impasse risk in 26 million eBay negotiations. *Proceedings of the National Academy of Sciences*. 120 (32): e2218582120.

Schweinsberg, M., Thau, S., and Pillutla, M. (2022). Research problem validity in primary research: Precision and transparency in characterizing past knowledge. *Perspectives on Psychological Science*. 18 (5): 1230–1243.

Petrowsky, H. M., Schweinsberg, M., Seitz, L., Funk, B., & Loschelder, D. D. (2022). Deal or no deal? The effect of round first-offer shares and precision mimicry on impasse risk in over 25 million eBay negotiations. *Journal of Economic Psychology*. 94 (January): 102584.

Schweinsberg, M., Thau, S., and Pillutla, M.M. (2022). Negotiation impasses: Types, causes, and resolutions. *Journal of Management*, 48, 49–76.

Majer, J., M. Schweinsberg, H. Zhang, and R. Trötschel (2022). Conflict strength: Measuring the tension between cooperative and competitive incentives in experimental negotiation tasks. *Collabra: Psychology* 8 (1): 1–17

Cyrus-Lai, W., Tierney, W., Schweinsberg, M., & Uhlmann E.L. (2022). Exposing and overcoming the fixed effect fallacy through crowd science. Comment in *Behavioral and Brain Sciences*, 45, E8.

Schweinsberg, M., Feldman, M., Staub, N., van der Akker, O. R., van Aert, R. C.M., van Assen, M. A.L.M., Liu, Y., et al. (2021). Same data, different conclusions: Radical dispersion in empirical results when independent analysts operationalize and test the same hypothesis. *Organizational Behavior and Human Decision Processes* 165: 228–249.

Aczel, B., Szaszi, B., Nilsonne, G., van den Akker, O., Albers, C., ... Schweinsberg, M., ...Wagenmakers, E.J. (2021). Consensus-based guidance for conducting and reporting multi-analyst studies. *eLife*, 10, e72185.

Schaerer, M., Schweinsberg, M., Thornley, N., & Swaab, R. I. (2020). Win-win in distributive negotiations: The economic and relational benefits of strategic offer framing. *Journal of Experimental Social Psychology*. 87 (March), 103943.

Landy, J. F., Jia, M., Ding, I. L., Viganola, D., Tierney, W., Schweinsberg, M., Uhlmann, E. L., et al. (2020). Crowdsourcing hypothesis tests: Making transparent how design choices shape research results. *Psychological Bulletin* 146 (5): 451–479.

Mor, S., Toma, C., Schweinsberg, M., and Ames, D. (2019). Pathways to intercultural accuracy: Social projection processes and core cultural values. *European Journal of Social Psychology* 49 (1): 47–62.

Lee, A. J., Loschelder, D. L., Schweinsberg, M., Malson M. F., and Galinsky, A. D. (2018). Too precise to pursue: How precise first offers create barriers-to-entry in negotiations and markets. *Organizational Behavior and Human Decision Processes* 148 (September): 87–100

Schaerer, M., Schweinsberg, M., and Swaab, R. I. (2018). Imaginary alternatives: The effects of mental simulation on powerless negotiators. *Journal of Personality and Social Psychology*, 115 (1): 96–117.

Tierney, W., Schweinsberg, M., and Uhlmann E.L. (2018). Making prepublication independent replication mainstream. *Behavioral and Brain Sciences*, 41: e153

Yip, J. A., and Schweinsberg, M. (2017). Infuriating impasses: Angry expressions promote exiting behavior in negotiations. *Social Psychological and Personality Science*, 8, 706-714.

DeSoto, K., and Schweinsberg, M. (2017). Replication data collection highlights value in diversity of replication attempts. *Nature Scientific Data* 4.

Tierney, W., Schweinsberg, M., Jordan, J., Kennedy, D. M., Qureshi, I., Sommer, S. A., ... Uhlmann, E. L. (2016). Data from a pre-publication independent replication initiative examining ten moral judgment effects. *Nature Scientific Data*, 3,1–6.

Schweinsberg, M., Madan, N., Vianello, M., Sommer, S. A., Jordan, J., Tierney, W., ... Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology*, 66(5), 55–67.

Schweinsberg, M., Ku, G., Wang, C. S., and Pillutla, M. (2012). Starting high and ending with nothing: The role of power and anchors in negotiations. *Journal of Experimental Social Psychology*, 48, 226–231

### ***Manuscripts under review and manuscripts in preparation***

Schweinsberg, M., Petrowsky, H. M., Funk, B., & Loschelder, D. D., The conundrum of first offer magnitude: (Non)-linear effects of first offers on impasses and sales price in 25 million real world negotiations (Revise and resubmit at *The Proceedings of the National Academy of Sciences*).

Majer, J. M., Columbus, S., & Schweinsberg, M. (2022). Conflict strength, objective conflict structure, and subjective conflict construal: An integrative review (preparing draft for submission).

Petrowsky, H., Troll, E. S., Schweinsberg, M., & Loschelder, D. D. (2022). Moving first and setting anchors? A threefold meta-analysis on first-offer effects in negotiations (preparing draft for submission).

Mertes, M., Schweinsberg, M., & Hüffman, J. (2022). Ask too much, be rude, and make them leave in anger: Behavioral antecedents of negotiation impasses (drafting manuscript, registered report proposal available).

Schweinsberg, M., (2022). The psychology of analyzing data (drafting manuscript).

Schweinsberg, M., et al., The pipeline project 2: Opening pre-publication independent replications to the world. (analyzing data).

### ***Other publications***

Schweinsberg, M. (2022). Don't quit! Learn how to say no instead. | by IMD. <https://iby.imd.org/human-resources/dont-quit-learn-how-to-say-no-instead/>

Schweinsberg, M. (2022). Getting to no. *ESMT Update*. <https://esmt.berlin/knowledge/getting-no>

Schweinsberg, M. (2021). Same data, different conclusions: Analytical choices can influence results. *Sydney Morning Herald*. Examine section.

Schweinsberg, M. (2021). How to overcome negotiation impasses. *Ambition Magazine*. <https://www.associationofmbas.com/how-to-overcome-negotiation-impasses/>

Schaerer, M., Schweinsberg, M., & Swaab, R. I. (2020). How to play “friendly hardball” in a negotiation. *Harvard Business Review blog*.

<https://hbr.org/2020/06/how-to-play-friendly-hardball-ina-negotiation>

Schaerer, M., Schweinsberg, M., & Swaab, R. I. (2018). When you don’t have an alternative in negotiations, try imagining one. *Harvard Business Review blog*.

<https://hbr.org/2018/04/researchwhen-you-dont-have-an-alternative-in-a-negotiation-try-imagining-one>

Schaerer, M., Schweinsberg, M., & Swaab, R. I. (2018). Imagine alternatives to negotiate more ambitiously. *INSEAD Knowledge*. <https://knowledge.insead.edu/strategy/imagine-alternatives-to-negotiate-more-ambitiously>

Schweinsberg, M. (2015). Opening the negotiation. *Marketing Magazine*, UK.

## **News / Media**

Want better research results? Remember your priors. *Built In*. June 14th, 2022.

<https://builtin.com/big-data/prior-assumptions-research-results>

Strengthening public trust in science. *Chinese Journal of Social Sciences*. March 14th, 2022.

[http://sscp.csn.cn/xkpd/xszx/gj/202203/t20220314\\_5398487.html](http://sscp.csn.cn/xkpd/xszx/gj/202203/t20220314_5398487.html)

Same data, different conclusions. *Horizons*. December 2nd, 2021. <https://www.horizons-mag.ch/2021/12/02/same-data-different-conclusions/>

Same data, opposite results. Interview with Tim Harford. *BBC World Service*. November 7th, 2021.

<https://www.bbc.co.uk/programmes/p0b2hfhf>

COP26: The psychological game behind a successful negotiation. *The Conversation*. November 5th, 2021. <https://theconversation.com/cop26-the-psychological-game-behind-a-successful-negotiation-171146>

Can there be more than one right answer? Avoiding bias in research. *Quirk’s Media*. October 19th, 2021. <https://www.quirks.com/articles/can-there-be-more-than-one-right-answer-avoiding-bias-in-research>

Same story, different ending. *Ambition Magazine*, September 21st, 2021. <https://edition.pagesuite-professional.co.uk/html5/reader/production/default.aspx?pubname=&edid=bddf8843-6b00-4a3d-84d2-c4f296c72502>

La scienza non è sempre una scienza esatta. *Linkiesta*. August 10th, 2021.

<https://www.linkiesta.it/2021/08/scienza-metodo-scientifico-dati-informazioni-analisi-ricerca/>

Data don't lie, but they can lead scientists to opposite conclusions. *The Economist*. July 31st, 2021. <https://www.economist.com/science-and-technology/2021/07/28/data-dont-lie-but-they-can-lead-scientists-to-opposite-conclusions>

Academic conclusions differ widely even on same data, study finds. *Times Higher Education*. July 26th, 2021. <https://www.timeshighereducation.com/news/academic-conclusions-differ-wildly-even-same-data-study-finds>

Three tricks for smart negotiating when you're the one with less power. July 13th, 2021. *Inc.Com*. <https://www.inc.com/jessica-stillman/3-tricks-for-smart-negotiating-when-youre-one-with-less-power.html>

The anchoring heuristic: Anchoring for maximum effect. *Harvard Law School PON blog*. June 17th, 2021. <https://www.pon.harvard.edu/daily/negotiation-skills-daily/anchoring-for-maximum-effect-nb/>

Mehr Gehalt Dank Weiterbildung. April 26th, 2021. *Wirtschaftswoche*. <https://www.wiwo.de/my/erfolg/beruf/mehr-gehalt-dank-weiterbildung-vielleicht-muessen-mitarbeiter-in-diesem-fall-nicht-mal-verhandeln/27057946.html>

Auch in der Krise: Verhandlungen sind keine Raketenwissenschaft. January 28th, 2021. *Die Zeit*. <https://www.zeit.de/news/2021-01/28/verhandlungen-sind-keine-raketenwissenschaft>

Nudge theory in negotiations. July 28, 2020. *Management Today*. <https://www.managementtoday.co.uk/nudge-theory-negotiations/food-for-thought/article/1689854>

The one trick to get exactly what you want in a negotiation. July 28, 2020. *Real Business*. <https://realbusiness.co.uk/negotiation/>

How to get a pay rise in the middle of a crisis. July 29, 2020 *The Independent*. <https://www.independent.co.uk/money/pay-rise-jobs-unemployment-covid-benefits-employment-career-recession-economy-a9641396.html>

How do you get exactly what you want in a negotiation? Use this simple sentence. July 22, 2020 *Finance Derivative*: <https://www.financederivative.com/how-do-you-get-exactly-what-you-want-in-a-negotiation-use-this-simple-sentence/>

200 researchers, 5 hypotheses, no consistent answers. 6 December, 2019 *Wired*: <https://www.wired.com/story/200-researchers-5-hypotheses-no-consistent-answers/>

*El truco mental que te puede ayudar a salir exitoso de una negociación*. August 2, 2018. *BBC World*. <https://www.bbc.com/mundo/noticias-45035629>

Beating the Trump card: How to stand up to a bully in negotiations. July 12, 2018. *The Globe and Mail*: <https://www.theglobeandmail.com/business/careers/management/article-beating-the-trump-card-how-to-stand-up-to-a-bully-in-negotiations/>

Imagining can help you negotiate. June 26, 2018. *Psychology Today*.  
<https://www.psychologytoday.com/us/blog/ulterior-motives/201806/imagining-alternatives-can-help-you-negotiate>

Krig i skjorteærmer. April 13, 2018 *Weekendavisen Denmark*:  
<https://www.weekendavisen.dk/2018-15/ideer/krig-i-skjorteærmer>

How your imagination can help improve your well-being and even assist in negotiations. April 25, 2018 *The Entrepreneur*:  
<https://www.entrepreneur.com/article/312511>

When it comes to negotiating, two jerks are better than one. May 18, 2017. *New York Magazine*.  
[https://www.thecut.com/2017/05/when-it-comes-to-negotiating-two-jerks-are-better-than-one.html?mid=full-rss-scienceofus&utm\\_src=am](https://www.thecut.com/2017/05/when-it-comes-to-negotiating-two-jerks-are-better-than-one.html?mid=full-rss-scienceofus&utm_src=am)

Online platform aims to facilitate replication studies. April 7, 2017 *The Scientist*:  
<http://www.the-scientist.com/?articles.view/articleNo/49161/title/Online-Platform-Aims-to-Facilitate-Replication-Studies/>

In negotiations, anger leads to impasses. February 9, 2017 *Pacific Standard*:  
<https://psmag.com/in-negotiations-anger-leads-to-impasses-19a3f42bbc5#.ek9f6kqea>

Why it pays to be skeptic of scientific studies. March 1, 2017 *In the Black*:  
<https://www.intheblack.com/articles/2017/03/01/sceptical-of-scientific-studies>

The reproducibility crisis is good for science. April 15, 2016 *Slate Magazine*:  
[http://www.slate.com/articles/technology/future\\_tense/2016/04/the\\_reproducibility\\_crisis\\_is\\_good\\_for\\_science.html](http://www.slate.com/articles/technology/future_tense/2016/04/the_reproducibility_crisis_is_good_for_science.html)

Pipeline project aims to improve reproducibility of scientific research. April 7, 2016 *RealKM*:  
<http://realkm.com/2016/04/07/pipeline-project-aims-to-improve-reproducibility-of-scientific-research/>

What if we tried to replicate papers before they're published? March 31, 2016 *Retraction Watch*:  
<http://retractionwatch.com/2016/03/31/what-if-we-tried-to-replicate-papers-before-theyre-published/>

How to make psychology studies more reliable. March 31, 2016 *The Atlantic*:  
<https://www.theatlantic.com/science/archive/2016/03/save-psychology-by-replicating-studies-before-theyre-published/475983/>

Failure is moving science forward: The replication crisis is a sign that science is working. March 24, 2016 *FiveThirtyEight*:  
<https://fivethirtyeight.com/features/failure-is-moving-science-forward/>

Emotion and the art of negotiation. December 1, 2015 *Harvard Business Review*:  
<https://hbr.org/2015/12/emotion-and-the-art-of-negotiation>

Erfolgreich beim Gehaltspoker. May 1, 2014 *Gehirn und Geist*:  
<https://www.spektrum.de/magazin/ratgeber-so-verhandeln-sie-erfolgreich-ihr-gehalt/1254093>

Negotiations. Starting high and ending with nothing. January 11, 2012 *The Jury Room*:  
<http://keenetrial.com/blog/2012/01/11/negotiations-starting-high-and-ending-with-nothing/>

### ***Awards and honors***

ESMT Berlin Employee Commendation for teaching negotiations to >40 ESMT Berlin employees, 2022.

President's Honor Roll for Teaching Excellence, Master in Management (MIM), ESMT Berlin, 2019, 2020, 2022, 2023.

National Academy of Science Kavli fellow and invited speaker on reproducibility and the psychology of analyzing data at the National Academy of Sciences' 32<sup>nd</sup> Kavli Frontiers of Science Symposium in Irvine, California, 2022.

Case Center Competition winner in the Women in Business category for the Dual Career Negotiation case, 2021.

Best 40 Business School Professors under 40, Poets and Quants, 2019.

President's Honor Roll for Teaching Excellence, Full-time MBA, ESMT Berlin, 2017, 2018.

Wharton Reimagine Education award Silver winner for open source class: Negotiations for the World, 2018.

INSEAD Dean's Commendation for Excellence in MBA Teaching, 2015, 2016, 2017.

Participant, Young Faculty Consortium at the Academy of Management Annual Meeting, Philadelphia, 2014.

Participant, Organizational Behavior Doctoral Consortium at the Academy of Management Annual Meeting, Boston, 2012.

Economic and Social Research Council Graduate Scholarship, 2008 – 2013.

Ph.D. Program Financial Award, London Business School, 2008 – 2013.

STUNT Scholarship, University of Amsterdam, 2007.

International Studies Scholarship in Psychology, University of Amsterdam, 2007.

First year examinations (in Dutch) attained cum laude, top 1% of the class, University of Amsterdam, 2004.

### ***Research grants***

Schweinsberg, M. (2022). Travel grant to the National Academy of Sciences Kavli Frontiers of Science Symposium in Irvine, California, circa € 4,000.

Schweinsberg, M. (2021), Ernst & Young Digital Innovation Research Fund, Fairness in AI analyses, €26,000.

Schweinsberg, M. & De Vericourt, Francis (2021). Peter Curtius Foundation grant. Do machine-based prescriptions affect the mental mindset of decision makers? €13,650.

Schweinsberg, M. (2020), Ernst & Young Digital Innovation Research Fund, Negotiation analytics, €26,500.

Schweinsberg, M. (2020). ESMT Berlin research funding for open science project, €4,000.

De Véricourt, F. & Schweinsberg, M. Ernst & Young Research fund, Does interacting with AI affect the mental mindset of decision makers? €21,000.

Schweinsberg, M. (2019). ESMT Berlin research funding for open science project, €4,235.

Schweinsberg, M. (2018). ESMT Berlin research funding for open science project, €4,646.

Falcao, H., Schweinsberg, M., Hasija, S., & Uhlmann, E. L. (2015). INSEAD R&D grant for negotiations research project, €10,000.

Uhlmann, E. L., Falcao, H., Schweinsberg, M., & Thau, S. INSEAD R&D grant for three large-scale open science projects, €15,000.

Schweinsberg, M. (2015). INSEAD R&D grant for two research projects, €4,769.

Schweinsberg, M. (2013). INSEAD R&D grant for five research projects, €17,076.

### ***Conference and research presentations***

Schweinsberg, M. (2022). The psychology of analyzing data, reproducibility challenges, and solutions. Invited keynote presentation at King's College Business School in London, England.

Schweinsberg, M. (2022). Analyst analytics: Replication challenges, solutions, and the psychology of analyzing data. Talk presented at the 32nd U.S. Kavli Frontiers of Science Symposium of the National Academy of Sciences, Irvine, CA.

Schweinsberg, M. (2022), Petrowsky, H., Funk, B., & Loschelder, D. D. The conundrum of first-offer magnitude: Nonlinear and linear effects on impasses and sales price in 25 million real-world negotiations. Talk presented at the 52nd Congress of the German Psychological Association in Hildesheim, Germany.

Majer, J., Schweinsberg, M. (2022), Zhang, H., Trötschel, R. Conflict strength: Measuring the tension between cooperative and competitive incentives in experimental negotiation tasks. Talk presented at the 52nd Congress of the German Psychological Association in Hildesheim, Germany.

Schweinsberg, M., Thau, S., & Pillutla, M. (2020). Can't agree: A review of impasse causes, types, and resolutions. Talk presented at the Leuphana University in Lüneburg, Germany.



Schweinsberg, M., Feldman, M., Staub, N., (...), Uhlmann, E.L. (2019). Crowdsourcing data analysis: Radical dispersion in estimates when independent scientists operationalize and test the same hypothesis with the same data. Talk presented at the 2nd Morality and Immorality Conference at the Kühne Logistics University, Hamburg, Germany.

Schweinsberg, M. (2018). Impasses in negotiations. Talk presented at the University of Amsterdam. Amsterdam, Netherlands.

Schaerer, M., Thornley, N., Schweinsberg, M., Swaab, R. (2018). Win-win in distributive negotiations: The affective and economic benefits of strategic offer framing. Talk presented at TU Dortmund, Dortmund, Germany.

Uhlmann, E.L., Schweinsberg, M., Silberzahn, R. (2017). Crowdsourcing science. Talk presented at Hong Kong Polytechnic University. Hong Kong.

Lee, A.J., Loschelder, D.D, Schweinsberg, M., Mason, M., & Galinsky, A.D. (2017). Too precise to pursue: How precise first offers create barriers-to-entry in negotiations and markets. Talk presented at the Academy of Management Conference, Atlanta, GA.

Schaerer, M., Schweinsberg, M., & Swaab, R. (2017). Imaginary alternatives: The impact of mental simulation on powerless negotiators. Talk presented at the Academy of Management Conference, Atlanta, GA.

Mor, S., Schweinsberg, M. (2017). Androgyny in negotiations. Talk presented at Harvard University, Boston, MA.

Schaerer, M, Schweinsberg, M., Swaab, R., (2017). Win-win in distributive negotiations: The affective and economic benefits of strategic offer framing. Talk presented at the International Association of Conflict Management, Berlin, Germany.

Lee, A.J., Loschelder, D.D, Schweinsberg, M., Mason, M., & Galinsky, A.D. (2017). Too precise to pursue: How precise first offers create barriers-to-entry in negotiations and markets. Talk presented at the International Association of Conflict Management, Berlin, Germany.

Lee, A.J., Loschelder, D.D, Schweinsberg, M., Mason, M., & Galinsky, A.D. (2017). Too precise to pursue: How precise first offers create barriers-to-entry in negotiations and markets. Talk presented at the European Association of Social Psychology General Meeting. Granada, Spain.

Schaerer, M., Schweinsberg, M., & Swaab, R. (2016). Win-win in distributive negotiations: The affective and economic benefits of strategic offer framing. Talk presented at the Academy of Management Conference, Anaheim, CA.

Schaerer, M., Schweinsberg, M., & Swaab, R. (2016). Imaginary alternatives: The impact of mental simulation on powerless negotiators. Talk presented at the International Association of Conflict Management, New York, NY.

Schweinsberg, M., Madan, N., Vianello, M., Sommer, A., Jordan, J., ... Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. Talk presented at the Asian Management Research Consortium, Singapore.

Schweinsberg, M., Madan, N., Vianello, M., Sommer, A., Bauman, C., ... Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. Talk presented at the Society for Personality and Social Psychology Meeting, San Diego, CA.

Schweinsberg, M., Madan, N., Vianello, M., Sommer, A., Jordan, J., ... Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. Talk presented at the Wharton-INSEAD Doctoral Consortium, Philadelphia, PA.

Yip, J. & Schweinsberg, M., (2015). Infuriating impasses: Expressed anger causes negotiation impasses. Talk presented at the Academy of Management Annual Meeting, Vancouver, Canada.

Yip & Schweinsberg, M. (2015). Infuriating impasses: Expressed anger causes negotiation impasses. Talk to at ESSEC Business School, Paris, France.

Schweinsberg, M., Carson-Marr, J., Ku, G., & Pillutla, M., (2015). Walking away from the table: How extreme offers provoke non-cooperative behavior from women in negotiations. Talk presented at IESEG School of Management, Paris, France.

Schweinsberg, M. (2015). Impasses in negotiations. Talk presented at Saarland University, Saarbrücken, Germany.

Mor, S., Ames, D., & Schweinsberg, M. (2014). Understanding others across cultures: metacognition and calibration of cultural knowledge. Talk presented at the European Association of Social Psychology General Meeting, Amsterdam, Netherlands.

Schweinsberg, M., Carson-Marr, J., Ku, G., & Pillutla, M. (2014). Walking away from the table: Why women react more uncooperatively to extreme first offers. Talk presented at the International Association for Conflict Management Conference, Leiden, Netherlands.

Schweinsberg, M. (2013). The mirage at the top: Why forecasters seek status in the wrong place. Talk presented at INSEAD, Fontainebleau, France.

Schweinsberg, M. (2013). The mirage at the top: Why forecasters seek status in the wrong place. Talk presented at the European Business School, Oestrich-Winkel, Germany.

Schweinsberg, M. (2013). The mirage at the top: Why forecasters seek status in the wrong place. Talk presented at the Kuehne Logistics University, Hamburg, Germany.

Schweinsberg, M., Seifert, M., Moon, H., Brockner, J., & Bianchi, E. C. (2012). Status-sensitivity theory: Why high-status individuals are more sensitive to psychological contract violations. Talk presented at the Academy of Management Annual Meeting, Boston, MA.

Schweinsberg, M., Carson, J., Ku, G., & Pillutla, M. (2012). Walking away from the table: When women are less cooperative than men in negotiations. Talk presented at the International Association for Conflict Management Conference, Stellenbosch, South Africa.

Schweinsberg, M., Carson, J., Ku, G., & Pillutla, M. (2012). Walking away from the table: How women's interdependent self-construals promote uncooperative behavior. Talk presented at the IE Business School Madrid Work & Organizations Conference, Madrid, Spain.

Schweinsberg, M. (2012). The mirage at the top: Why forecasters seek status in the wrong place. Talk presented at the Frankfurt School of Management, Frankfurt, Germany.

Schweinsberg, M., Seifert, M., Moon, H., Shannon, L., Brockner, J., & Bianchi, E. (2011). Status-sensitivity theory. Talk presented at the Transatlantic Doctoral Conference, London, United Kingdom.

Schweinsberg, M., Ku, G., & Pillutla, M. (2010). Starting too high: The disadvantages of high anchors in negotiations. Talk presented at the Academy of Management Annual Meeting, Montréal, Canada.

Schweinsberg, M., Ku, G., & Pillutla, M. (2010). Starting too high: The disadvantages of high anchors in negotiations. Talk presented at the Transatlantic Doctoral Conference, London, United Kingdom.

### ***Other research experience***

Research Assistant (Prof. Robert Wood), Australian Graduate School of Management, Sydney, Australia, 2008.

Research Assistant (Prof. Neil Anderson), Amsterdam Business School, Netherlands, 2007.

Research Assistant (Prof. Ute-Christine Klehe), University of Amsterdam, Netherlands, 2005-2006.

### ***Teaching experience***

#### **Teaching at ESMT Berlin**

Negotiations courses in the MBA, MIM, EMBA programs, 2016-present

Survey design and experimental methods, MIM session, 2017-present

CNN executive education program (London, Hong Kong, Berlin), 2016 - 2018

Allianz executive education program (program direction and teaching), 2017

Gazprom executive education program, 2017

ESMT Berlin Open House 2019, 2020

#### **Program direction at ESMT Berlin**

Negotiation Mastery open executive education program, program direction and teaching in English & German, 2016 – 2018

Negotiation Excellence open executive education program, program direction and teaching in English & German, 2016 – 2018

#### **Teaching at INSEAD**

Negotiation Dynamics, MBA elective course, 2014 – 2016

Organizational Behavior, Sorbonne program, 2014 – 2016

Transition to General Management in San Francisco, open executive education program, 2017

Transition to General Management, open executive education program, 2017

IBM executive education program, 2015-2017

Methodological Advances in Behavioral Research: Crowdsourcing Replications, Ph.D. course (Singapore campus), 2016

Cooperation and Competition, PhD course, 2013.

### **Teaching Assistant at London Business School**

Negotiations and Bargaining, Dr. Gillian Ku, MBA elective course, 2010 – 2012.  
Negotiations and Bargaining, Dr. Niro Sivanathan, MBA elective course, 2010.  
Negotiations and Bargaining, Dr. Ena Inesi, MBA elective course, 2009.  
Leading Teams and Organizations, Dr. Margaret Ormiston, MBA elective course, 2011.  
Ethics and Corporate Social Responsibility, Dr. Celia Moore, MBA core course, 2010.  
Managing Organizational Behavior, Dr. Stefan Thau, MBA core course, 2009.

### **Leadership Coaching**

Led individual and group sessions using 360-degree feedback and NEO-IPR personality test to create leadership development plans and improve team performance for the following courses:

Global Leadership Assessment for Managers, MBA students, 2009 – 2011.  
Leadership in Organizations, Masters in Management students, 2009 – 2010.  
Personal Assessment and Development, Masters in Finance students, 2008 – 2010.

### **GMAT Instructor**

Taught the verbal section of the GMAT to prospective MBA students for Veritas Prep, Sydney, Australia, 2007

## ***Teaching materials development***

### **Negotiations Course for the World**

The Negotiations Course for the World is completely open source and free and specifically tailored for instructors in emerging markets. This course in a box includes lecture slides, exercises, readings, assessments, assignments, videos, and teaching notes. Material is translated into hundreds of languages, including underserved local languages, so high-quality education can reach the corners of the world that need this most. Course materials are further customized to local settings to provide a global, non US-centric education experience. This is the first in a series of courses to create business education for those who need it most. Project lead together with Eric Uhlmann, Horacio Falcão, and Phil Parker.

- Winner of Wharton's Reimagine Education Silver award, 2018
- Taught in India, Singapore, and South Africa, Ghana, Egypt, Kenya, Chile
- High school version of the course has also been developed.

### **Crowdsourcing Science PhD course teaching materials**

Pan-Singaporean doctoral course taught together with Eric Uhlmann and Neal Bearden. Lecture titles include "The crisis of confidence in science", "The replication revolution", and "The open data movement". Syllabus, PowerPoint slides with complete script for instructors and all other course materials are shared open access at <https://osf.io/hj9zr>

### **Case material development**

Cases have been used at both degree and executive education programs at top schools all around the world, at ESMT Berlin, INSEAD, Wharton, Queen's University, and Tel Aviv University. The cases have also been used in corporate MOOCs with around 10,000 managers.

A selection of cases I wrote or co-wrote:

- “The Dual Career Negotiation”, an interactive case on dual career couples with full accompanying lecture. Written by Lara Bekhazi under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.
- “The Art Case”, an interactive value claiming negotiation case with debrief slides and full accompanying lecture. Written with Warren Tierney, Horacio Falcão, and Eric Uhlmann.
- “The Joint Bid Case”, an interactive value creation negotiation case with debrief slides and full accompanying lecture. Written with Warren Tierney, Horacio Falcão, and Eric Uhlmann.
- “The Job Negotiation”, an interactive value creation and value claiming negotiation case with debrief slides and full accompanying lecture. Written with Warren Tierney, Horacio Falcão, and Eric Uhlmann.
- “The Dublin Job”, an interactive job negotiations case with debrief slides and full accompanying lecture. Written with Warren Tierney, Horacio Falcão, and Eric Uhlmann.
- “The Newspaper Case”, an interactive conflict resolution negotiation case with debrief slides and full accompanying lecture. Written with Warren Tierney, Horacio Falcão, and Eric Uhlmann.
- “A Game of Chicken”, an interactive negotiation case with debrief slides and full accompanying lecture on team negotiations. Written by Bernardo Betley, Can Yagli, Ciaran Galvin, Hailey Hu, & Pavani Gulati under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.
- “The Castaways”, an interactive negotiation case on communication channels in negotiations, with full accompanying lecture. Written by Austin Dcosta, Byron Ascott-Evans, Emmanuele Benatti, Fernanda Antunes, Laura Foo, Sam Kaye, and Eric Sullivan and research assistant Rui Ling under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.
- “The Football Transfer”, an interactive negotiation case with debrief slides and full accompanying lecture on multiparty negotiations. Written by Aditya Prasad, Anna Sarre, Manuel Janisch, Jeremy Leopold-Metzger, & Yerlan Minavar under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.
- “The Union Negotiation”, a negotiation strategy case with debrief slides on negotiation ethics. Written by Marcos Bruno under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.
- “Magos and Tala Comics”, an interactive case on team negotiations with full accompanying lecture. Written by Carmen Ruiz Pozuelo and Alessandro Mazzarini under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.
- “The Family Loan”, an interactive negotiation case with full accompanying lecture on “The Seven Elements of a Negotiation.” Written by Wenshan Yeo under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.
- “Dorado Primavera”, an interactive negotiation case with full accompanying lecture on “The Seven Elements of a Negotiation.” Written by Tony Yang, Xinyan Fang, Tatyana Ivanova, Jan

Kinsky, Eliseon De Lucchi, and Nitant Kohli under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.

- “Crediluna”, an interactive negotiation case with full accompanying lecture on “The Seven Elements of a Negotiation.” Written by Karin Del Rey under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.
- “The Indian Mob Boss Negotiation”, a negotiation strategy case with debrief slides. Written by an anonymous student under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.
- “The Inheritance”, an interactive case on Mediation with full accompanying lectur. Written by doctoral student Eliza Bivolaru under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.
- “Chocomania”, an interactive case on virtual agents with full accompanying lectur. Written by Daniela Mordetzki, Mai Nguyen Thuy, Vaibhav Kashyap, & Yuhei Ishiguro under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.
- “Golden Standard”, an interactive negotiation case with debrief slides and full accompanying lecture on multyparty negotiations. Written by Astrid Schrader, Julia Snedkova, & Xiaolin Tao under the supervision of Martin Schweinsberg, Horacio Falcão, and Eric Uhlmann.

360-negotiation feedback tool, to be used in negotiations courses at ESMT Berlin and INSEAD.

Developed (with another student) course materials and final exam for the Managing Organizational Behavior core MBA course at London Business School, 2009

## ***Professional service***

**ESMT employee negotiation training course, 2022**

**Ph.D. Student Committee Member for Shike Li at IE Business School, 2022**

**Advisory Board Member of the EEGManyPipelines project, 2022**

**Erasmus University Rotterdam external Ph.D. examiner, 2021**

External examiner for Ben Korman

**ESMT Berlin Ethics Committee Member, 2020 – present**

Faculty representative on the ESMT Berlin Ethics Committee

**Lead for Faculty Research Seminar Series, 2017 – 2020**

Organized faculty research seminars at ESMT Berlin

**Lead for INSEAD Micro OB Brown Bag Series, 2014**

Organized micro OB brown bag series at INSEAD.

**Lead for INSEAD OB Area Curriculum Coordination Initiative, 2014 – 2016**

Coordinated subject area teaching content and dropbox including all subject area teaching materials, together with Eric Uhlmann and Stefan Thau.

**Organizer for London Business School Doctoral Lecture Series, 2012**

Organized (with another student) doctoral lecture series with Prof. Tory Higgins (Columbia University).

**Head Organizer for Transatlantic Doctoral Conference at London Business School, 2010**

Organized (with another student) conference for 120 participants from around the world.

**Subject Area (OB) Coordinator for Transatlantic Doctoral Conference at London Business School, 2010**

Led selection committee and organized visit for 27 OB participants from around the world.

**Student Council Member at the University of Amsterdam, 2006 – 2008**

Helped program director with establishing a new master's program: conducted information sessions for prospective students, founded the student ambassador program, taught career workshop for the graduating class of 2008.

**Student Ambassador at the University of Amsterdam, 2006 – 2008**

Represented (with three other students) the research master's program to prospective students.

**Mentor for International Student Network at the University of Amsterdam, 2004 – 2005**

Mentored international students at the University of Amsterdam.

***Referee service***

Associate Editor, *Negotiation and Conflict Management Research*, 2022 - present

Editorial Board Member, *Organizational Behavior and Human Decision Processes*, 2020 - present

Editorial Board Member, *Nature Scientific Data*, 2016 – present

Ad Hoc Reviewer, *Nature Human Behavior*, 2022 - present

Ad Hoc Reviewer, *Negotiation Journal*, 2022 - present

Ad Hoc Reviewer, *Manufacturing and Service Operations Management*, 2018 – present

Ad Hoc Reviewer, *National Science Foundation*, 2017 – present

Ad Hoc Reviewer, *Psychological Science*, 2015 - present

Ad Hoc Reviewer, *European Journal of Social Psychology*, 2013 – present

Ad Hoc Reviewer, *Organizational Behavior and Human Decision Processes*, 2011 – present

Reviewer, *Academy of Management Annual Meeting*, 2011

Reviewer, *Transatlantic Doctoral Conference*, 2008 – 2012

### ***Professional affiliations***

Member, International Association of Conflict Management, 2012 – present.

Member, Academy of Management, 2010 – present.

Member, Association for Psychological Science, 2010 – present.



## ***Other***

### **Language Skills**

- German (native)
- English (fluent)
- Dutch (fluent)
- French (intermediate)

Updated June 2023