

PUBLICATIONS

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Scientific Journal Articles (Peer-Reviewed):

- Bechtoldt, M.N., Banner, C.E & Rock, Björn (in press). The glass cliff myth – Evidence from Germany and the U.K. *The Leadership Quarterly*.
- Choi, H.-S., Seo, J.-G., Hyun, J. & Bechtoldt, M.N. (in press). Collectivistic Independence Promotes Group Creativity by Reducing Idea Fixation. *Small Group Research*.
- Bechtoldt, M.N., Beersma, B. & Van Kleef, G.A. (2019). When (not) to empathize: The differential effects of combined emotion recognition and empathic concern on client satisfaction across professions. *Motivation and Emotion*, 43, 112-129.
- Beersma, B., Bechtoldt, M.N. & Schouten, M.E. (2018). When ignorance is bliss: Perspective taking, negative state affect and team performance. *Small Group Research*, 49, 577-599.
- Geisler, F.C.M., Bechtoldt, M.N., Oberländer, N., & Schacht-Jablonowsky, M. (2018). The Benefits of a Mindfulness Exercise in a Performance Situation. *Psychological Reports*, 121, 853-876.
- Choi, H.-S., Seo, J.-G., Yoon Y.-J., Cho, S.-J., & Bechtoldt, M.N. (2018). The joint impact of collectivistic value orientation and independent self-representation on group creativity, Group Processes and Intergroup Relations, 21, 37-56.
- Leonhardt, M., Bechtoldt, M.N. & Rohrman, S. (2017). All Impostors Aren't Alike – Differentiating the Impostor Phenomenon. *Frontiers in Psychology*, 8:1505.
- Bechtoldt, M.N. & Schneider, V.K. (2016). Predicting stress from the ability to eavesdrop on feelings: emotion recognition and testosterone jointly predict cortisol reactivity, *Emotion*, 16, 815 – 825.
- Rohrman, S., Bechtoldt, M.N. & Wolff, M.N. (2016). Validation of the impostor phenomenon among managers. *Frontiers in Psychology*, 7(821).
- Bechtoldt, M.N. (2015). Wanted: Self-doubting employees — Managers scoring positively on impostorism favor insecure employees in task delegation. *Personality and Individual Differences*, 86, 482-486.
- Bechtoldt, M.N., Beersma, B., Rohrman, S. & Sanchez-Burks, J. (2013). A gift that takes its toll – emotion recognition and conflict appraisal. *European Journal of Work and Organizational Psychology*, 22, 56-66.

- Schwind, J., Rohrman, S., Bechtoldt, M.N. & Weck, F. (2013). Zusammenhänge zwischen Ekelempfindlichkeit, Ekelsensitivität und hypochondrischen Merkmalen. *Zeitschrift für Psychiatrie, Psychologie und Psychotherapie*, 62, 123-130.
- Bechtoldt, M.N., Choi, H.-S., & Nijstad, B.A. (2012). Individuals in mind, mates by heart – Individualistic self-construal and collective value orientation as predictors of group creativity. *Journal of Experimental Social Psychology*, 48, 838-844.
- Bechtoldt, M.N., Rohrman, S., De Pater, I.E. & Beersma, B. (2011). The primacy of perceiving – emotion recognition buffers negative effects of emotional labor. *Journal of Applied Psychology*, 96, 1087-1094.
- De Dreu, C.K.W., Nijstad, B.A., Bechtoldt, M.N., & Baas, M.N. (2011). Group creativity and innovation: a motivated information processing perspective. *Psychology, Aesthetics, Creativity, and the Arts*, 5, 81-89.
- Bechtoldt, M.N., De Dreu, C.K.W., Nijstad, B.A., & Zapf, D. (2010). Self-concept clarity and the management of social conflict. *Journal of Personality*, 78, 539-574.
- Rohrman, S., Bechtoldt, M.N., Hopp, H., Hodapp, V. & Zapf, D. (2011). Psychological and physiological effects of emotional dissonance and the moderating role of trait anger in a simulated call center. *Anxiety, Stress, and Coping*, 24, 421-428.
- Van Vianen, A.E.M, De Pater, I.E., Bechtoldt, M.N., & Evers, A. (2011). The strength and quality of climate perceptions. *Journal of Managerial Psychology*, 26, 77-92.
- Bechtoldt, M.N., De Dreu, C.K.W., Nijstad, B.A., & Choi, H.S. (2010). Motivated information processing, social tuning, and group creativity. *Journal of Personality and Social Psychology*, 99, 622-637.
- Bechtoldt, M.N., Schmitt, K.D. (2010). It's not my fault, it's theirs - explanatory style of depressed bullying targets' autobiographical narratives. *Journal of Occupational and Organizational Psychology*, 83, 395-417.
- De Pater, I.E., Van Vianen, A.E.M.N., & Bechtoldt, M.N. (2010). Gender differences in task challenge. A matter of task allocation. *Gender, Work and Organization*, 17, 433-453.
- De Pater, I.E., Van Vianen, A.E.M.N., Bechtoldt, M.N., & Klehe, U. (2009). Employees' job challenge and supervisors' evaluations of promotability. *Personnel Psychology*, 62, 297-325.
- De Dreu, C.K.W., Nijstad, B.A., Baas, M.N., & Bechtoldt, M.N. (2008). The creating force of minority dissent: a motivated information processing perspective. *Social Influence*, 3, 267-285.
- Bechtoldt, M.N., Welk, C., Hartig, J. & Zapf, D. (2007). Main and moderating effects of emotional labor on counterproductive behavior at work. *European Journal of Work and Organizational Psychology*, 16, 479-500.
- Zapf, D., Isic, A., Bechtoldt, M.N. & Blau, P. (2003). What is typical for call centre jobs? Job characteristics and service interactions in different call centres. *European Journal of Work and Organizational Psychology*, 12, 311-340.

Journal Articles:

- Bechtoldt, M.N. (2016). Hochstapler-Phänomen: Mitarbeiter mit Selbstzweifeln gesucht, *Wirtschaftspsychologie aktuell*, 1, pp. 40-43.
- Bechtoldt, M.N. (2015, January). Weichei oder Burnout? *Harvard Business Manager*, 37(1), p. 80.
- Bechtoldt, M.N. (2013, November). Psychologie der Verhandlung: acht Stichworte, *Unternehmensjurist* (5), p. 63.

- Bechtoldt, M.N. (2013, May). Erst mal tief durchatmen, Harvard Business Manager, 35(5), pp. 36-37.
- Bechtoldt, M.N., & Stehr, C. (2013, January). Der alltägliche Wahnsinn in den Chefetagen: wie eine Psychologin schlechte Führung in Unternehmen deutet (Interview), Zeitschrift für Personalführung, 46(1), pp. 35-37.
- Bechtoldt, M.N., (2011). "Tatort Arbeitsplatz: Mobbing in Organisationen", ZV Info Öffentliches Personal Schweiz (3), pp. 8-10.

Edited Books/Book Chapters:

- Nijstad, B.A., Bechtoldt, M.N. & Choi, H.-S. (2019). Information Processing, Motivation and Group Creativity. In P.B. Paulus und B.A. Nijstad, The Oxford Handbook of Group Creativity and Innovation (ch. 6). Oxford: Oxford University Press.
- Bechtoldt, M.N. (2018). Nachwort. In A. Koch, Change mich am Arsch. Berlin: Ullstein.
- Bechtoldt, M.N. & Rohrman, S. (2013). Draining for some but not for all - person-job fit as a moderator to the effects of emotional labor on strain. In C. Mohiyeddini, S. Bauer & M.N. Eysenck. (Eds.), Handbook of psychology of emotions: Recent theoretical perspectives and novel empirical findings, Vol. 2 (pp. 99-110). New York: Nova Science Publishers.
- Bechtoldt, M.N. (2013). Epilogue in M.N. Wehrle, Ich arbeite immer noch in einem Irrenhaus (pp. 299-303). Berlin: Econ-Verlag.
- Bechtoldt, M.N. (2011). Diversity and Organisational Psychology. In S. Knotter, R. De Lobel, L. Tshipouri, & V. Stenius (Eds.), Diversity research and policy (pp. 181-190). Amsterdam: Pallas Publications.
- Janssens, M.N., Bechtoldt, M.N., De Ruijter, A., Pinelli, D., Prarolo, G. & Stenius, V.M.N.K. (2010). The sustainability of cultural diversity. Cheltenham, UK: Edward Elgar Publishing Limited.
- Bechtoldt, M.N. (2008) Emotional intelligence, professional qualifications, and the psychologists' need for gender research. In N. Karafyllis & G. Ulshöfer (Eds.), Sexualized brains (pp. 117-130). Cambridge, Mass.: MIT-Press.
- Bechtoldt, M.N. (2004). Kommunikation in Organisationen. In Gemeinschaftswerk der Evangelischen Publizistik (Eds.), Öffentlichkeitsarbeit für Non-Profit Organisationen (pp. 247-267). Wiesbaden: Gabler.
- Bechtoldt, M.N., Rohrman, S., Zapf, D.,(2010). Psychophysiologische Effekte emotionaler Dissonanz unter Berücksichtigung von Trait Anger, in: Gesellschaft für Arbeitswissenschaft e.V. (Hrsg.): Neue Arbeits- und Lebenswelten gestalten, Dortmund: GfA-Press, pp. 583-586.

Reviewer for Scientific Organizations:

- Deutsche Forschungsgemeinschaft (DFG)
- Schweizer Nationalfonds (SNF; Swiss National Science Foundation)

Member of the Editorial Board:

- The Leadership Quarterly

Reviewer for Scientific Journals:

- (Alphabetical order:) Anxiety, Stress, & Coping, Applied Psychology: An International Review, Basic and Applied Social Psychology, Educational Psychology, European Journal of Work and Organizational Psychology, Gedrag en Organisatie, German Journal of Human Resource Management, Group Processes and Intergroup Relations, International Journal of Conflict Management, International Journal of Hospitality Management, Journal of Experimental Social Psychology, Journal of Individual Differences, Journal of Occupational Health Psychology, Journal of Occupational and Organizational Psychology, Journal of Personality and Social Psychology, Management Research Review, Personality and Individual Differences, Self & Identity, Work & Stress, Zeitschrift für Gesundheitspsychologie, Zeitschrift für Personalpsychologie

Invited Talks:

- Bechtoldt, M.N. (2019, February). Geometric Analysis meets Geometric Topology. Mathematical Conference inviting exclusively female speakers, funded by the Gender Equality funds of the DFG SPP 2026 "Geometry at Infinity", University of Heidelberg.
- Bechtoldt, M.N. (2019, January). Research Colloquium of the Institute for Sociology and Social Psychology (ISS), University of Cologne.
- Bechtoldt, M.N. (2018, May). Gießener Graduiertenzentrum Sozial-, Wirtschafts- und Rechtswissenschaften, Universität Gießen.
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- Bechtoldt, M.N. (2017, June). Führungskräftekonferenz der Kreditanstalt für Wiederaufbau (KfW), Bad Neuenahr.
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- Bechtoldt, M.N. (2016, June). Research Colloquium, Kühne Logistics University, Hamburg.
- Bechtoldt, M.N. (2016, April). THINK! Summit 2016 of SOS-Kinderdörfer Global Partner, Frankfurt.
- Bechtoldt, M.N. (2016, January). Edelman Trust Barometer 2016, Frankfurt.
- Bechtoldt, M.N. (2015, November). Deutscher Verband für Coaching und Training (dvct; German Association for Coaching and Training), Frankfurt.
- Bechtoldt, M.N. (2015, November). Frauen.Macht.Zukunft. VdU, IHK Wirtschaftsforum Frankfurt.
- Bechtoldt, M.N. (2015, September). Austrian HR-Summit, Vienna, Austria.
- Bechtoldt, M.N. (2015, April). Towers Watson, HR Branchenkonferenz für Banken und Versicherungen, Frankfurt.
- Bechtoldt, M.N. (2015, January). Research Colloquium, Rheinische Friedrich-Wilhelms-Universität Bonn.
- Bechtoldt, M.N. (2014, November; 2010, November). Zentralverband Öffentliches Personal Schweiz. Brunnen, Switzerland.
- Bechtoldt, M.N. (2014, August). Research Colloquium University of Wisconsin-Madison, USA.
- Bechtoldt, M.N. (2014, May). Aareon AG, Mainz.

- Bechtoldt, M.N. (2014, April). Research Colloquium Mannheim Institute of Public Health.
- Bechtoldt, M.N. (2014, April). Vitos-Klinik Hadamar.
- Bechtoldt, M.N. (2014, January). HR-Conference of the Life-Sciences Industry, Frankfurt School of Finance & Management.
- Bechtoldt, M.N. (2013, June). IngDiBa, Frankfurt.
- Bechtoldt, M.N. (2013, May). Stadtentwässerungsbetriebe Köln.
- Bechtoldt, M.N. (2010, January). Research Colloquium Humboldt-University, Berlin.
- Bechtoldt, M.N. (2009, September). Rijksuniversiteit Groningen, Netherlands.
- Bechtoldt, M.N. (2008, October). Research Colloquium Université de Fribourg, Switzerland.
- Bechtoldt, M.N. (2007, August). 5th Schweizer Angestelltentag, Solothurn, Switzerland.
- Bechtoldt, M.N. (2006, November). University of St. Gallen, Luzern, Switzerland.
- Bechtoldt, M.N. (2006, September). BAD-Expertentagung Stressmanagement, Hannover.
- Bechtoldt, M.N. (2006, May). Ev. Akademie Arnoldshain/Templeton Research Lectures, Goethe-University, Frankfurt
- Bechtoldt, M.N. (2004, May). Klinik Roseneck am Chiemsee, Chiemsee.

Outreach:

- Human Resources, The “Glass cliff” myth—are women hired at senior levels with a hidden agenda? <https://www.humanresourcesonline.net/the-glass-cliff-myth-are-women-hired-at-senior-levels-with-a-hidden-agenda/>, Jan. 10, 2019.
- Thomson Reuters, Doing the dirty work - do women mop up workplace mess?, <https://www.reuters.com/article/us-global-women-discrimination/doing-the-dirty-work-do-women-mop-up-workplace-mess-idUSKBN1OC2H8>, Dec. 13, 2018.
- EurekAlert!, New research questions the 'Glass Cliff' and corroborates the persistent 'Glass Ceiling'. https://www.eurekalert.org/pub_releases/2018-12/e-nrq121218.php, Dec. 12, 2019.
- Salon, The dark side of the brain: Too much emotional intelligence is a bad thing, http://www.salon.com/2017/03/20/the-dark-side-of-the-brain-too-much-emotional-intelligence-is-a-bad-thing_partner/, March 20, 2017.
- Scientific American, Too much emotional intelligence is a bad thing, https://www.scientificamerican.com/article/too-much-emotional-intelligence-is-a-bad-thing/?wt.mc=SA_Twitter-Share, March 1, 2017.
- Brigitte, Ich bin dann mal weg, 13/2016.
- Dice Tech News, IT-Projektmanagement: Welcher Führungsstil ist der beste?, <http://de.dice.com/nachrichten/it-projektmanagement-bester-fuehrungsstil>, May 31, 2016.
- XING, Zu viel Empathie hilft niemandem, https://www.xing.com/news/klartext/zu-viel-empathie-hilft-niemandem-494?sc_o=da536_df1_1_d, March 4, 2016.
- Wirtschaftswoche, Die Gefahren eines guten Gefühls, February 1, 2016.
- Frankfurter Allgemeine Zeitung, Der hohe Preis des Privatlebens, August 4, 2015.

- Handelsblatt, Letzte Station Dokortitel, June 19, 2015.
- dpa, Emotionale Intelligenz,, April 10, 2015.
- Compliance Manager, Compliance aus der Vogelperspektive, September 2014, 1(1), pp. 13-19.
- Vogue, Emotionen der Macht, April 2014, pp. 62-65.
- Süddeutsche Zeitung, Chef sein muss man aushalten können, July 24, 2013, <http://www.sueddeutsche.de/karriere/macht-im-job-chef-sein-muss-man-aushalten-koennen-1.1728575>
- Human Resources Manager, Forschen, um zu lernen, June/July 2013, pp. 68-69.
- Süddeutsche Zeitung, Der Mächtige hört nicht zu, January 3, 2013.
- NDR 2, Ich arbeite immer noch in einem Irrenhaus, November 29, 2012.
- SWR 2, Journal am Mittag, Ich arbeite immer noch in einem Irrenhaus, Oct. 23, 2012.
- Personal & Ledarskap, Facktidningen för personalansvariga, Personlighetens kärna – alltid med pa jobbet, # 06/2007.
- Frankfurter Rundschau, Kontaktfreudig und verlässlich – Emotionale Intelligenz ist schwer zu fassen, Sept. 19, 2006.
- Frankfurter Rundschau, Mobbing – Wenn alle Gespräche plötzlich verstummen, July 28, 2006.
- Frankfurter Rundschau, Anti-Mobbingkurse für Chefs, March 14, 2006.
- RTL-Radio, Mobbing am Arbeitsplatz, March 14, 2006.

Consulting/Workshops:

- "Wenn Sieger in Nadelstreifen sich für Nieten halten"; Workshop, Landesgruppe des Bundes Deutscher Psychologen (BDP) in Baden-Württemberg, Stuttgart (07/2016).
- Implementing a performance appraisal system, Investitionsbank Hessen, Wiesbaden, Germany (11/2007-01/2008).
- Developing a multi-part training program on bullying for human resource managers and psychological psychotherapists, certified by the Hessian Psychotherapeutical Association; Goethe-University, Frankfurt, Germany (03-12/2006).
- What is bullying? Workshop at the 2nd Annual Conference on Psychotherapy Northrhine-Westfalia, Bochum, Germany (10/2007).
- Hierarchical Linear Models. Workshop at the Institute of Educational Psychology, Goethe-University, Frankfurt (10/2005; with Johannes Hartig).
- Multilevel Analyses. Workshop at the 7th Conference of the Research-Methods/Evaluation Section of the German Society for Psychology, Münster, Germany. (09/2005; with Johannes Hartig).
- Hierarchical Linear Models. Workshop at the post graduate program "Economic aspects of loosely connected systems and electronic business", University of Kiel, Germany (07/2005; with Johannes Hartig).
- Hierarchical Linear Models. Workshop at the 43rd Congress of the German Society for Psychology, Berlin, Germany (09/2002).