



# kurt lewin institute

'92-'12

alumni  
showcase

# kurt lewin institute

1992-2012

## alumni showcase



UNIVERSITEIT VAN AMSTERDAM



Universiteit Leiden



/ university of  
 groningen



Universiteit Utrecht

## COLOPHON

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**Disclaimer:** This book contains information provided by 152 KLI alumni in response to questions we asked them about their PhD and further career. Their responses are printed in this book without editing or correcting them. The information they provided about their PhD supervisors is included in their profiles; the information about current employment is included in their answers to our questions. 94 KLI graduates did not respond to our information request. For 76 of them we were able to find information on their current employment via professional websites or Linked-in, which we included in their profiles. A separate list of all PhD's and details of their supervisors (as printed in the dissertation) can be found at the end of the book.

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## preface

We are very happy and proud to celebrate the 20th anniversary of the Kurt Lewin Institute (KLI, 1992-2012). This would not have been possible without the continuous and devoted contribution of many people, in particular the KLI members.

The KLI was established in 1992. As an interuniversity research school in social psychology and its applications, the KLI aims to offer PhD students in social psychology with a formal training program, to provide a system for mutual quality control of PhD projects, and to enable PhD students and their supervisors to strengthen their network and collaborations. Currently, social psychologists from five Dutch Universities collaborate in the KLI, namely University of Amsterdam (UvA), VU University of Amsterdam (VU), University of Groningen (RUG), Leiden University (UL) and Utrecht University (UU). In addition, many PhD students and faculty members from other departments and other Dutch universities have participated in KLI activities, including Radboud University Nijmegen (which formally collaborated in the KLI from 1992 to 2005), Tilburg University, Maastricht University, Erasmus University Rotterdam, Eindhoven University of Technology, and Open University of the Netherlands.

In the past 20 years, the KLI has built an excellent scientific reputation. Already in 1995, the KLI was recognised by the Royal Netherlands Academy of Arts and Sciences (KNAW), and it was re-accredited in 2000 and 2005. In addition, in 2005 the KLI

received the Jean Paul Codol award from the European Association of Social Psychology for its contribution to the development of Social Psychology in Europe. Furthermore, the KLI acquired a grant from the NWO Graduate Program in 2011, awarding excellence in providing an interuniversity educational and research environment for the development of talented young researchers.

The KLI would not have been able to continue its successful activities for so long without the voluntary contributions of its members, who actively participate in the KLI teaching program and serve in various administrative functions. It is not possible to list all active members in this preface. Yet, I would especially like to mention the important contribution of Gün Semin, the first Scientific Director of the KLI and one of the founders of the KLI. Second, Naomi Ellemers has played and still plays a key role in the KLI. She has been chair of the General Board of the KLI for more than 10 years now. Naomi Ellemers' ongoing engagement and devotion have been pivotal for the continuation of the KLI.

In addition, many international experts in the field have offered their valuable time and expertise by contributing to the KLI teaching program and the KLI conferences. Again, listing them all is not possible, but a special thanks goes to Marcello Gallucci (University of Milano-Bicocca, Italy), who has offered methodological seminars to KLI members for already 11 years now. Jack Dovidio (Yale University, USA) has been an enthusiastic

supporter of the KLI from the beginning, and has been active on the international advisory board, as a teacher of many courses and workshops, and as regular host of KLI students who wanted to broaden their international experience. It is a great honour for the KLI that so many eminent scholars in the field are willing to share their expertise with the KLI members. The consistently positive evaluations of their courses exemplifies that their contribution is highly appreciated by KLI students.

The General Manager is the driving force behind the KLI, and is responsible for the KLI administration and daily management of the KLI. Henriëtte van den Heuvel designed the administrative structure of the KLI and set up the administrative systems for its different activities at VU University Amsterdam. Ina Putter was the next General Manager at VU University. Anouk Evers took over the General Management at the University of Amsterdam in 2004, and still fulfils this role today as the heart and soul of the KLI. Their excellent support and dedication has been essential for the continuation of the KLI and its multitude of activities.

Of course, PhD students are critical for the success of the KLI. From 1997 (when the KLI dissertation series was started) to 2012, 246 PhD students published their PhD thesis in the KLI dissertation series. KLI graduates consistently indicated that they enjoyed being a member of the KLI, and benefited from the KLI activities. A substantial number of the KLI graduates (61%) are still active in scientific research, which is an impressive percentage.

To celebrate the 20th anniversary of

the KLI, the General Board decided to compile a jubilee book comprising profiles of PhD alumni who were students at the KLI during the period 1992-2012 and published their PhD thesis in the KLI dissertation series. For this purpose, we collected contact details of KLI alumni, and asked them questions about their Ph.D. and career path. In total 152 KLI alumni responded to this call. For 76 other KLI graduates, we were able to find information on their current employment via professional websites or Linked-in. In addition, Pieterneel Dijkstra (who is a KLI graduate herself) interviewed sixteen PhD students (one for each graduation year in the KLI dissertation series) to provide some more in-depth insight into the variety of career paths and range of professional experiences of KLI graduates. This book also contains interviews with five individuals who played an important role in the KLI in the past 20 years, namely Gün Semin, Naomi Ellemers, Marcello Gallucci, Ina Putter and Jack Dovidio. This jubilee book would not have been published without the tremendous dedication of Anouk Evers, who managed to keep an eye on every detail even in very busy times.

This alumni showcase provides a broad and comprehensive overview of career perspectives of KLI graduates. We (Naomi Ellemers, Anouk Evers and I) tremendously enjoyed compiling the book, and believe that the impressive career paths and range of personal stories recorded here illustrate the significance of the KLI. We hope the book will be an inspiration for current and future KLI members, and count on your support for the KLI in the future.

**Linda Steg, University of Groningen  
Scientific director of the KLI**

## Management

of Kurt Lewin Institute

When the KLI was founded in 1992, Gün Semin became the first Scientific Director. Subsequent Scientific Directors were Bert Klandermans and Paul van Lange at VU University Amsterdam, followed by Carsten de Dreu en Jens Förster at the University of Amsterdam. The current Scientific Director of the KLI is Linda Steg (University of Groningen). Henriëtte van den Heuvel designed the administrative structure of the KLI and set up the administrative systems for its different activities at VU University Amsterdam. Ina Putter was the next General Manager at VU University. Anouk Evers took over the General Management at the University of Amsterdam in 2004, and still fulfils this role today.

### Scientific Directors 1992-present



Gün Semin



Bert Klandermans



Paul van Lange



Carsten de Dreu



Jens Förster



Linda Steg

### General Managers 1992-present



Henriëtte van den  
Heuvel



Ina Putter



Anouk Evers



**Gün Semin**

**The KLI's founding scientific director**

## interview

Gün Semin, currently Professor of Cognition in Social Context at the University of Utrecht, and Psychology at Koç University, was the KLI's founding scientific director.

### Why was the KLI founded?

>> In 1991 the Minister of Education, Jo Ritzen, introduced a 'reform' in the PhD training in the Netherlands. Universities had to establish graduate schools. The criteria set by Ritzen, for instance, the number of graduate students and staff members per graduate school, were quite unrealistic. So there was some panic. One Department of Social Psychology in any one University would never have enough graduate students and staff members. Therefore, it was decided to

>> Nobody had a clue about what a graduate school was supposed to look like. The most important accomplishment in that period was therefore developing an organisational structure that consisted of a board with three directors, and a well-functioning steering committee. This structure has been an important ingredient of the fact that the KLI still exists today.

Another challenge was determining the criteria for full membership of the KLI: What qualifications should a full member have, how many publications over a five year period, which academic degree and level, etc.?

There was a certain tension in this regard: we wanted to guarantee some type of quality with regard to our members and even some full profes-

## “The fact that we eventually pulled it off makes me proud”

establish an Interuniversity Graduate School, and the idea for the KLI was born.

The mission of the KLI was to facilitate graduate students in their research, by, for example, organizing symposia, workshops and opportunities for cooperation.

**What were the main problems you and the other directors of the KLI ran into, in those early years?**

sors did not have the minimal qualifications for membership. On the other hand, we wanted to include as many social and organisational psychologists as possible.

There were many hurdles of that nature that had to be negotiated. The fact that we eventually pulled it off makes me proud, in fact, a sense of shared pride with the people who invested time, ideas, and energy in getting the KLI off the ground.

**What was the turning point in those early days of the KLI?**

>> In 1993 the NWO granted us a subsidy of one million guilders (about 400.000 euro's), a lot of money in those days. With that money we made some important investments. For instance, we invested in equipment for the labs of our member-universities. All labs got Macintosh computers, making it possible for graduate students to, for instance, exchange computer programs so that we could share the software developed in one lab and help each other.

Another investment was inviting international key players in the field of social psychology, mostly the US, to come to train the PhD students. This really paid off. Key players in the field got to know the KLI and it's members. The benefit was that Dutch Social Psychology and Organisational Psychology was not an unknown entity any more.

**Did you ever expect the KLI to become such a long lasting and successful organisation?**

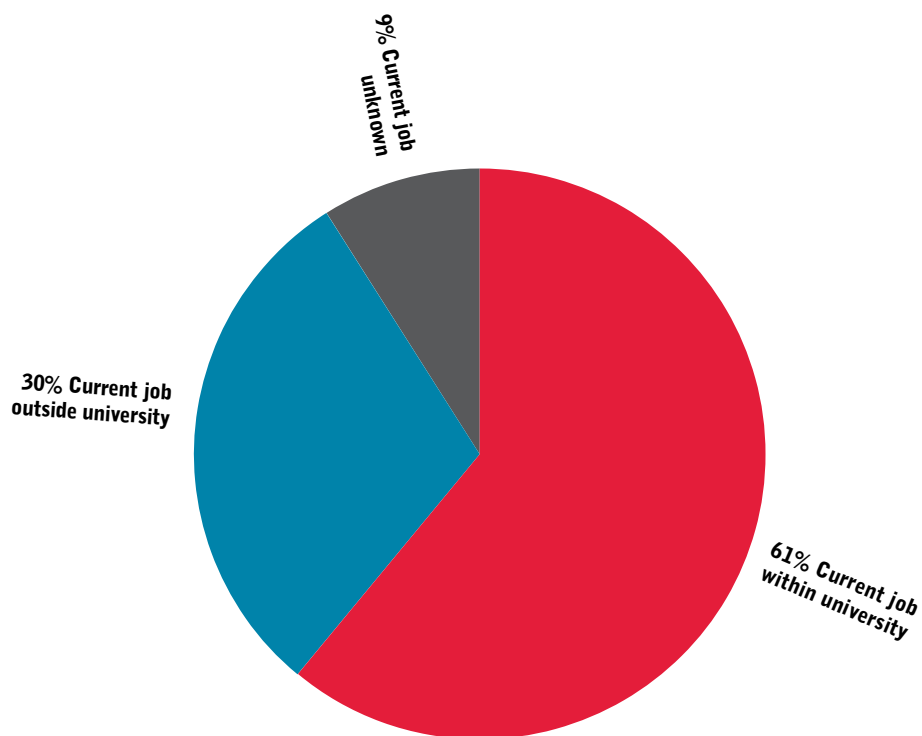
>> It never occurred to me that the KLI would NOT be a success. When you put your heart into something, you don't expect to fail. I always thought the KLI was going to last, I wanted it to last and undoubtedly the excellence of all those who were students, tutors and members contributed to this by simply being what they were: excellent.

Of course there are challenges ahead. The landscape of science is changing and the KLI must adapt to those changes. For instance, the KLI is oriented predominantly towards a disciplinary perspective, i.e. social and organisational psychology. However, there is an increasing realization that understanding human functioning needs to progress on an interdisciplinary path.

**“It never occurred to me that the KLI would NOT be a success”**

## facts & figures

### Academic and non-academic career paths



**YEAR**

**97**



## facts & figures

### Number of dissertations in the KLI dissertation series

# 246

### KLI dissertations

between '92 and '12

### KLI Membership

The KLI was established in 1992, the first dissertation in the KLI dissertation series was published in 1997. In 1992 the KLI started with 66 PhD's and 20 full members. In 2012, the KLI had 90 PhD's and 77 full members, 33 of whom are KLI alumni. Out of the 246 KLI alumni who obtained their PhD between 1997 and 2012, today 47 are still a member of the KLI.

# 190

currently working  
within the Netherlands



**PhD thesis**

Comparability of test scores for immigrants and majority group members in the Netherlands

**Date of public defence**

December 8, 1997

**University**

VU University Amsterdam

**Current job**

UD at University of Amsterdam

no cover  
image  
available



**Deanne den Hartog**  
**PhD thesis: Inspirational leadership**

**You are full professor of Organisational Behaviour at the University of Amsterdam. What do you study for example?**

>> I conduct research on many different themes, such as leadership, trust, and employee proactive and organisational citizenship behaviour (OCB; a form of pro-social behaviour). A research question I have dealt with recently, for example, is how to motivate Machiavellian employees to share ideas and suggestions at work (voice, a form of OCB). This is relevant because people high in Machiavellianism tend to manipulate others for personal gain, and, by nature, may not always show selfless, pro-social behav-

our. Machiavellian employees need to realize that pro-social behaviour has benefits for them before they are willing to do so.

of autonomy and empowerment such transformational leaders provide subordinates. Less Machiavellian employees have less need for this autonomy to share their ideas, they do so more widely.

**You are a member of several editorial boards of international scientific journals. In that context, you regularly review papers. Can you tell me something about how this is done?**

>> The nice part is that, as a reviewer, you come into contact with the most novel research. However, the majority of submitted papers - just

## “I think most scientists have an introverted side”

In this study, managers completed surveys about themselves and their subordinates, and subordinates completed surveys about themselves and their managers. We found that Machiavellian employees respond well to transformational leaders: they show more willingness to share ideas and suggestions then.

Follow-up research showed that this seems due to the motivating effect

about 90% - fails to reach publication in a given journal. Often, about 30 to 40% is rejected as a desk-rejection immediately. The rest is sent to reviewers and a next selection is made based on those reviews. The result is, at least at top journals, that only 10% of the papers submitted is actually published.

The most prevailing issue with papers is that their conceptual contribution to what we already know is too small or unconvincing. However, other frequent causes of insufficient quality of papers are: badly constructed designs, measures with an unclear validity and

## interview

reliability, and too small samples that, for instance, only consist of students.

### What would you recommend PhD students who would like to publish in a scientific journal?

>> Study model papers. Journals, but also for example the Academy of Management, give Best Publication Awards. Those often are really good papers. See what the authors do, how they write, and find out what is so convincing about their work. Furthermore, you can ask an experienced colleague, outside of your supervising team, to give feedback on a paper. Regard it as a friendly review. That provides insight in the things that possible reviewers may pay attention to.

And once you submitted your paper, do not think that you are done. More than likely you have to adjust it more than once. Also, do realize we all get many rejections! Prepare for that.

### You describe yourself as introvert. To what extent does that suit your work as a full professor?

>> I think most scientists have an introverted side. You need it to withdraw, sit behind your computer, to be still and think and write. Immersing into the matter, the content, being curious, is why I went into science. Of course, being a professor comes along with other activities as well, which are also important and fun, such as management and projects or visits to colleagues abroad. However, the content, that is what I still really like the most.



### PhD thesis

Inspirational leadership

### Date of public defence

December 17, 1997

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. P.L. Koopman, prof.dr. P.J.D. Drenth

**YEAR**

98

## Sandra Zwier



### PhD thesis

Patterns of language use in individualistic and collectivistic cultures

### Date of public defence

February 26, 1998

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. G.R. Semin



### What was your first employer and job title after completing your PhD?

> Right after the completion of my PhD, I started as Research Manager of the research institute in Communication Science at the University of Amsterdam.

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> I have worked in different positions at the Dept. of Communication Science at the University of Amsterdam until today.

### What is your current employer and job title?

> Managing Director, Graduate School of Communication, University of Amsterdam

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> I would say: almost all. I work in an academic environment as a manager, lecturer, and researcher and knowing the academic environment, good knowledge of the relevant literature, and experience with the conduct of academic-level research and academic writing are crucial skills for this type of job.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> It would be impossible to have my current job without a (relevant) PhD Degree.

**PhD thesis**

Employees' reactions to dissatisfying situations: Multi-method research with justice-based predictors.

**Date of public defence**

May 18, 1998

**University**

University of Groningen

**Current job**

Professor of Health Psychology, UMCG





# Esther Kluwer



## PhD thesis

Marital conflict over the division of labor:  
When partners become parents

## Date of public defence

June 4, 1998

## University

University of Groningen

## Supervisor(s)

Prof.dr. E. van de Vliert, prof.dr. B.P. Buunk



## What was your first employer and job title after completing your PhD?

> 1998                      University of Groningen, Researcher

## What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 1998-2000              Free University of Amsterdam, Assistant professor
- > 2000-2002              Utrecht University, Assistant professor
- > 2002-now                Utrecht University, Associate professor

## What is your current employer and job title?

> Utrecht University, Associate professor

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Pfew, long time ago... I really can't remember much from my KLI time, except from the great workshops at Schiermonnikoog that taught me a lot about science and about interpersonal relationships... ;-)

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Being a Doctor in Psychology is necessary for an academic career, so there has been tremendous added value in that. Having gone through both the fun and the ordeal of writing a dissertation has made me a better researcher and PhD supervisor.

**PhD thesis**

Being persuaded or persuading oneself:  
The influence of numerical support on attitude change and information processing

**Date of public defence**

September 14, 1998

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. A.S.R. Manstead, dr. N.K. de Vries,  
prof.dr. C.K.W. de Dreu

**What was your first employer and job title after completing your PhD?**

- > Postdoc University of Amsterdam

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 1998-2001 Postdoc University of Amsterdam
- > 2001-2004 Lecturer University of Groningen
- > 2004-2008 Senior lecturer University of Groningen
- > 2008-2010 Adjunct professor University of Groningen
- > 2010-current Full professor University of Groningen

**What is your current employer and job title?**

- > 2010-current Full professor University of Groningen

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Large network of Dutch social psychologists
- > Being able to attend many workshops with respect to diverse areas gave me a chance to learn a lot. This provided me with the opportunity to do a postdoc in a different field within social psychology than my PhD project.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > It is necessary to have a doctorate degree if you want to have scientific career .

## Wendelien van Eerde



### PhD thesis

Work motivation and procrastination: Self-set goals and action avoidance

### Date of public defence

September 29, 1998

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. H. Thierry, prof.dr. M. Frese



### What was your first employer and job title after completing your PhD?

> Eindhoven University of Technology

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 1998-2008 Eindhoven University of Technology

> 2007-now University of Amsterdam

### What is your current employer and job title?

> UvA Business School, Associate Professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Discussions in the workshops with experienced researchers.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> I could not have had this career otherwise.

**PhD thesis**

The impact of prevalence information regarding safe sex

**Date of public defence**

October 15, 1998

**University**

VU University Amsterdam

**Supervisor(s)**

Prof.dr. B.P. Buunk

**What was your first employer and job title after completing your PhD?**

- > 1996-1999      Researcher at NIGZ (Nationaal Instituut voor Gezondheidsbevordering en Ziektepreventie, Woerden)

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 1999-2008      Research coordinator at IVO (Addiction Research Institute, Rotterdam)

**What is your current employer and job title?**

- > 1998-present    Assistant/ Associate Professor at UU (University Utrecht)

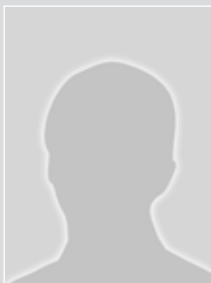
**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Analytical skills;
- > Writing skills.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > I wouldn't have had my current job.

## Gerben van der Vegt



### PhD thesis

Patterns of interdependence in work teams:  
A cross-level examination of the relation  
with satisfaction and commitment

### Date of public defence

November 5, 1998

### University

University of Groningen

### Current job

Professor in Work and Organizational Psychology, RuG



## Wolanda Werkman



### PhD thesis

Words speak louder than actions:  
Children's acquisition of the inferential  
properties of interpersonal verbs

### Date of public defence

November 19, 1998

### University

University of Groningen

### Current job

GZ-psycholoog/neuropsycholoog, Rijndam  
revalidatiecentrum



**PhD thesis**

Human Resource Management: Optimale praktijken en configuraties

**Date of public defence**

December 23, 1998

**University**

VU University Amsterdam

**Supervisor(s)**

Prof.dr. P.L. Koopman, prof.dr. P.J.D. Drenth

**What was your first employer and job title after completing your PhD?**

- > 1998-2002 Senior Associate at the Advanced Technology Practice and Head of Research at executive search consulting firm Korn/Ferry International

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2002-to date Delft University of Technology, Faculty of Policy, Technology & Management.
- > 2002 Assistant Professor in Human Resource Management
- > 2004- Associate Professor in Knowledge Management and Innovation
- > 2012- Program Director Master (Msc.) Management of Technology (MOT)

**What is your current employer and job title?**

- > Delft University of Technology, Associate Professor Knowledge Management and Innovation

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Research skills and conceptual reasoning.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > It enabled me to pursue an academic career.



**Daniël Wigboldus**

**PhD thesis: Stereotyping language and communication**

**You are full professor of Social Psychology in Nijmegen. What is your domain of expertise? What do you study?**

>> I study stereotyping and prejudice. Those were also the themes of my dissertation, so that has remained the same. The way I conduct research has changed though. As a PhD student I investigate biased language use. As a post-doc I used reaction times, for example, to measure how implicitly prejudiced people are. As an assistant professor I studied, in a virtual lab, how people behave towards avatars with certain facial features. In recent years, together with Ron Dotsch, we studied the mental representations

portant to share fundamental knowledge with a wider audience. Recently, I have done that for example through the University of the Netherlands (see <http://www.universiteitvannederland.nl>). In five 15-minute videos, I answer questions such as: why are stereotypes useful? and: why is it dangerous to assume that other people, but not you, are prejudiced? Furthermore, I also give, for example, talks for professional practitioners such as judges and police-officers.

However, it is up to others to translate the fundamental knowledge into practical interventions. Unfortunately, that is not my main strength.

**“As a supervisor, it is a challenge to resist the temptation to write your 2nd, 3rd, 4th, 5th, etcetera dissertation”**

people have of faces of specific social groups. We found, for example, that the more negative implicit associations people have with Moroccans, the more criminal the mental representation is of this group.

**That sounds like fundamental research, is that correct?**

>> It is true that I am primarily interested in fundamental research. I want to know how things work. That does not mean that I don't do anything else with that knowledge than publishing it in scientific journals. I think it is im-

**Scientists are often judged by their research, particularly by the amount of publications they deliver. Teaching is often overlooked. What is your view on that?**

>> Research needs to be excellent; after all, it is paid for by the taxpayer's money. Please note, however, that excellent research should have more to do with quality than with quantity. Importantly, at a university, education is at least as important. Currently, I am dean of the Faculty of Social Sciences at the Radboud University and I deal with, among other things, the challenge of how to make sure that



## interview

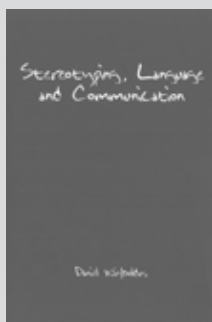
good teaching is being rewarded within a scientific career. I think it should be possible, for instance, to become an associate professor not only primarily because you are a good researcher but also because you are an excellent teacher. My current position offers me the chance to manage issues such as these at an organisational level, based on my own experience as both a teacher and a researcher.

### **Do you have, as dean, time left to supervise PhD students?**

>> Unfortunately, currently I do not have time left to write proposals to be able to take on new PhD students. However, I still have 11 students that I (co-) supervise. I really enjoy supervising PhD students. You see people grow during their PhD track, in their scientific thinking, knowledge and writing skills. PhD students do not only learn from me (I hope), I also learn from them. Oftentimes, they know more about recent Social Psychology than I do and they ask ques-

tions I do not ask myself anymore. They sharpen my focus.

As a supervisor, it is a challenge to resist the temptation to write your 2nd, 3rd, 4th, 5th, etcetera dissertation. Sometimes it seems easier to rewrite PhD students' papers yourself than to give proper feedback and let them deal with this. I have learned that it takes much time to give proper feedback, but eventually this is most beneficial to both the PhD students and the supervisor. After all, as a supervisor you are not supervising papers, you are supervising PhD students.



### **PhD thesis**

Stereotyping language and communication

### **Date of public defence**

February 19, 1998

### **University**

VU University Amsterdam

### **Supervisor(s)**

Prof.dr. G.R. Semin, prof.dr. R. Spears

**YEAR**

99

# Manon Hoekstra



## PhD thesis

Gedragbeïnvloeding door cursussen:  
Een studie naar de effecten van persoons-,  
cursus- en omgevingskenmerken

## Date of public defence

January 19, 1999

## University

VU University Amsterdam

## Supervisor(s)

Prof.dr. P.G. Klandermans



## What was your first employer and job title after completing your PhD?

> 1999-2001 CBS (Statistics Netherlands) - Researcher

## What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2001-2007 Researcher behavioral science at FIOD (Fiscal and financial law enforcement organization)

> 2007-present Scientific researcher / Investigative psychologist at FIOD

## What is your current employer and job title?

> FIOD (Dutch Fiscal and financial law enforcement organization), Scientific researcher/ Investigative psychologist

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Obtaining an overview of (social) psychology concepts / theories and ways to update this knowledge regularly;

> (Statistical) analytical skills.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Perceived professional credibility.

**PhD thesis**

Determinants of the use of hard and soft influence tactics

**Date of public defence**

January 20, 1999

**University**

Leiden University

**Supervisor(s)**

Prof.dr. H.A.M. Wilke, dr. R. Vermunt

**What was your first employer and job title after completing your PhD?**

- > I started my own business and worked as a trainer/consultant

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 1999 Radboud University Nijmegen
- > 1999-2001 University of Amsterdam
- > 2001-2009 VU University Amsterdam
- > 2009-2014 University of Groningen

**What is your current employer and job title?**

- > University of Groningen - adjunct professor

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Difficult to say. I valued the opportunity to discuss others' and my own work in a relaxed and open atmosphere.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > It's very important. I could not hold the position without it.

## Marga de Weerd



### PhD thesis

Sociaal-psychologische determinanten van boerenprotest: collectieve actie frames, onvrede, identiteit en effectiviteit

### Date of public defence

January 21, 1999

### University

VU University Amsterdam

### Current job

Senior Onderzoeker, Regioplan Beleidsonderzoek



## Agnes van den Berg



### PhD thesis

Individual differences in the aesthetic evaluation of natural landscapes

### Date of public defence

March 29, 1999

### University

University of Groningen

### Current job

Professor of Environmental Psychology, RuG



**PhD thesis**

Dashed hopes and shattered dream: On the psychology of disappointment

**Date of public defence**

May 18, 1999

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. J. van der Pligt, prof.dr. A.S.R. Manstead

**What was your first employer and job title after completing your PhD?**

- > 1998-2002 Assistant Professor, Department of Social Psychology, VU University Amsterdam.

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2002-2009 Associate Professor, Department of Social Psychology, VU University Amsterdam.
- > 2009-present Associate Professor, Department of Social and Organisational Psychology, Leiden University.

**What is your current employer and job title?**

- > Associate Professor, Department of Social and Organisational Psychology, Leiden University.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Research skills, workshops, basically all KLI-activities I participated in.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > It was a requirement for the job.

## Frans Oldersma



### PhD thesis

Downward comparison in close relationships: A blessing in disguise?

### Date of public defence

June 14, 1999

### University

University of Groningen

### Supervisor(s)

Prof.dr. B.P. Buunk, prof.dr. E. van de Vliert



### What was your first employer and job title after completing your PhD?

- > 1998-2000      Researcher and developer of computer-based education, Department of Experimental and Occupational Psychology, University of Groningen

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2007-present      Senior researcher, Department of Research and Statistics, municipality of Groningen
- > 2003-2007      Researcher, provincial Center for Social Development Groningen (CMO Groningen)
- > 2000-2003      Senior researcher, Intraval Research and consultancy, Groningen.

### What is your current employer and job title?

- > Senior researcher, Department of Research and Statistics, municipality of Groningen

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Experience gained in implementing all aspects of research, especially performing statistical analyzes and reporting on research.
- > Also: collaboration with fellow researchers and supervising interns.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

- > See previous question.

**PhD thesis**

Het beoordelen van functies nader beoordeeld

**Date of public defence**

September 21, 1999

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. H. Thierry, dr. A. Evers, dr. W. Altink

**What was your first employer and job title after completing your PhD?**

- > University of Amsterdam, study coordinator AIAS Master programme

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > I decided to make a change and became a midwife. I worked for seven years as a midwife. Then I started working at the midwifery academy Maastricht as a lecturer. During those years I also did an education for becoming a PRI therapist. At the moment I combine both fields of work.

**What is your current employer and job title?**

- > Senior lecturer Academy of Midwifery, Maastricht
- > PRI therapist

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Doing research is part of both fields of work.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > It is a great facilitator for my current research activities in contacts with universities. It influences the content of my work.



## Patricia Rodriguez Mosquera



### PhD thesis

Honor and emotion: The cultural shaping of pride, shame and anger

### Date of public defence

October 8, 1999

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. A.S.R. Manstead, prof.dr. A. Fischer



### What was your first employer and job title after completing your PhD?

> Assistant professor/post-doc, University of Amsterdam

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> Brunel University, UK (4 years)

### What is your current employer and job title?

> 2008-present Associate Professor, Wesleyan University, USA

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> All research skills and experiences gained during my PhD were important for pursuing an academic career.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Being a Doctor in Psychology was essential for my academic career.

**PhD thesis**

What if this is as good as it gets: Alternative partners and social motives of negotiator

**Date of public defence**

November 8, 1999

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. E. van de Vliert, prof.dr. C.K.W. de Dreu

**What was your first employer and job title after completing your PhD?**

- > Psychologist at Behavioural Science Unit, Belgian Federal Police

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2006-2010 Associate professor psychology, University of Twente
- > 2000-2006 Assistant professor of social and organizational psychology, University of Groningen

**What is your current employer and job title?**

- > University of Twente, Full professor - Chair: Social Psychology of Conflict and Safety
- > University of Twente, Department Head - Department of Psychology of Conflict, Risk and Safety

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Many, including academic writing, methodology, analytical skills and creative thinking.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > Often in relation to practice; important for acquiring funding.

## Marco Yzer



### PhD thesis

Mass media campaigns to promote safe sex: An evaluation of public campaigns in the Netherlands

### Date of public defence

November 15, 1999

### University

University of Groningen

### Supervisor(s)

Prof.dr. B.P. Buunk



### What was your first employer and job title after completing your PhD?

> 2000-2001 - The University of Pennsylvania; postdoctoral fellow

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2002-2005 Assistant professor, University of Amsterdam.

> 2005-present Assistant professor, then associate professor, University of Minnesota

### What is your current employer and job title?

> 2005-present University of Minnesota, assistant professor, then associate professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Emphasis on validity and practical significance of research (thank you Frans Siero!)

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> I am still in academia, so the PhD in Psych served as an entry ticket. My training served as the real deal; I still benefit from the kind of thinking that was modeled during my training years.



## **PhD thesis**

Good for you or good for me? Interpersonal consequences of personality characteristics

## **Date of public defence**

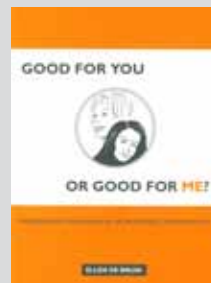
December 16, 1999

## **University**

VU University Amsterdam

## **Supervisor(s)**

Prof.dr. P.A.M. van Lange



## **What was your first employer and job title after completing your PhD?**

> NRC Handelsblad, reporter-editor at the home desk

## **What were your jobs and employers after that (if any), and in which years did you work in each job?**

> Since just before completing my PhD, I have enjoyed the job rotation system at NRC Handelsblad, so I have worked at various newsdesks.

> Also, I have written two books, Dutch Women Don't get Depressed (a spoof on French Women Don't Get Fat, but also a socio-cultural history of Dutch women, 2007) and Onsterfelijkheid voor beginners (the world's first self help guide that lists all the ways in which people could become immortal, and helps one choose among them, 2009). Both books are in Dutch.

> Currently, I am working on a book debunking the concept of business meetings.

## **What is your current employer and job title?**

> NRC Handelsblad, science writer and editor, columnist

## **Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Being able to both quickly scan and to thoroughly judge scientific articles;

> Knowing people in the field;

> Thinking, writing and occasionally dreaming in English.

## **What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> At times, it has impressed people who were kinder to me or more manageable when impressed.



## **Dörte Heimbeck**

**PhD thesis: Training and motivation: The function of implementation intentions, goal orientation, and errors for performance**

**Currently, you are Director of Organisational Development at the Moffitt Cancer Center and Research Institute in Tampa, Florida, USA. What does your work entail?**

>> The Moffitt Cancer Center is a large hospital specialized in the treatment of cancer patients. As an academic health care center we also conduct high-quality research on effective approaches to cancer prevention, diagnosis and treatment. I lead a group of people who, by means of all types of services, help the organisation reach its goals and improve its overall functioning. Our activities are quite diverse and include, for example, coaching for teams of nurses and phy-

>> Unfortunately, in my position there is little time for conducting research, at least not the type of research I did as a PhD student. The hospital environment is probably more suitable for qualitative and applied research, in the form of, for instance, case studies. Moreover, my job is entirely focused on providing practical solutions to real time problems. It is all about the patients and helping the organisation function in such a way that benefits the patients.

I have not given up on my ambition to engage in conducting research again one day but at the moment it certainly is more a dream. The good news is that as an academic health-

**“Feeling at home is no longer driven so much by being in a certain place, but by feeling at home with myself”**

sicians. We also, for instance, provide new hire orientation, onboarding for new managers, and training for team members. We engage in conflict resolution and departmental restructures, and spend a lot of time helping the organisation manage change. Most recently we have partnered with a group of Industrial Engineers to provide support to Process Improvement Projects focusing on LEAN and Six Sigma principles.

**In your current position, do you still conduct research?**

care organisation people here certainly understand and appreciate the value of research and colleagues have been encouraging me to publish about some of our projects. Our physicians are also ambitious in that regard, wanting to combine patient care with conducting research. So, I am certainly in the right place.

**From origins you are German. You moved to The Netherlands to conduct your PhD project and, afterwards, moved to the US. How did you experience these transitions between cultures?**

## interview

>> Moving to another country is stressful and exciting at the same time. Initially you may feel disoriented, but as times passes you adapt to cultural differences and demands. After 14 years in the US I can say that I feel as much at home here as I did in Germany, although entirely different as the experiences are of course quite different. Overall, I would say that feeling at home is no longer driven so much by being in a certain place, but by feeling at home with myself.

### How do you look back at your time as a PhD students in The Netherlands?

>> It was a great experience for me and I have very fond memories of that time. Looking back I sometimes wish I could go back in time, with everything I know now and with the self-confidence I have right now. It all could have been less stressful and

(even) more enjoyable. In hindsight I realize that it was a wonderful luxury to spend your working hours thinking and focusing on your own research. It seems like paradise to me now.

### What would you advise (future) PhD students?

>> Be intentional not only about your research topic but also why you are doing your PhD. Don't do it because you are afraid of doing something else or because you don't know what else to do. Also, try to have some fun with it and enjoy the experience. Otherwise it becomes difficult to remain motivated for 4 years.



### PhD thesis

Training and motivation: The function of implementation intentions, goal orientation, and errors for performance

### Date of public defence

October 15, 1999

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. M. Frese, dr. S. Sonnentag

**YEAR** 0000



## Roeline Kuijer



### PhD thesis

Give and take among couples facing cancer:  
Equity concerns in the context of serious illness

### Date of public defence

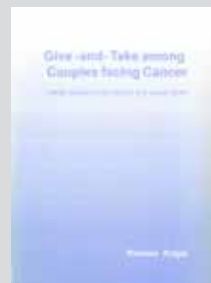
January 27, 2000

### University

University of Groningen

### Supervisor(s)

Prof.dr. A.P. Buunk, Prof.dr. R. Sanderman,  
dr. J.F. Ybema



### What was your first employer and job title after completing your PhD?

> 1999-2001 Post-doc researcher at Utrecht University

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2002-2003 Lecturer, University of Canterbury, Dept. of Psychology, Christchurch, New Zealand
- > 2004-2005 Universitair docent, Utrecht University, Gezondheidspsychologie.
- > 2006-present Senior lecturer, University of Canterbury, Dept. of Psychology, Christchurch, New Zealand

### What is your current employer and job title?

> 2006-present Senior lecturer, University of Canterbury, Dept. of Psychology, Christchurch, New Zealand

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Learning about research and presenting research at the small group conferences on Schiermonnikoog.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Without a PhD in psychology I would not be in my current job.

**PhD thesis**

Identity and strategy in pro-group behaviour

**Date of public defence**

May 9, 2000

**University**

VU University Amsterdam

**Supervisor(s)**

N. Ellemers, prof.dr. G.R. Semin

**What was your first employer and job title after completing your PhD?**

- > 2000-2005 University of Leiden, Post - Doctoral Researcher and Assistant Professor.

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2001-2002 Visiting Assistant Professor, Section of Human Resource Management, Lisbon University Institute, (ISCTE - IUL)
- > 2006-2008 Associate Professor, Section of Social and Organizational Psychology, Leiden University, the Netherlands
- > 2008-present Researcher, Centre for Social Research and Intervention, Lisbon University Institute, Lisbon University Institute (ISCTE -IUL), Portugal (Note that since 2011 I am affiliated to this Centre but not employed by it)
- > 2011-present Professor of Social and Organizational Psychology, Department of Psychology, University of Exeter, United Kingdom (Social, Economic, Environmental and Organizational Group)

**What is your current employer and job title?**

- > University of Exeter, Professor of Social and Organizational Psychology

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> I am still an academic, so all that I learned during that period is still useful today. In fact, I think it's fair to say that I learned everything I know about research during that time. Part of that was, of course, through the supervision I received for my PhD research, but an important part was through the workshops and research meetings we held at the KLI. This included conceptual and methodological skills directly relevant to my work, but also others that, although I would otherwise not have sought them, contributed to a broader training

and therefore prepared me better for the future. It was also through the KLI that I had my first experiences as a senior researcher, in the sense that at a stage I was no longer one of the PhD students who constantly sought advice, but also someone who could provide that advice. I also learned about a particular system for post-graduate education that I still see as a very good one which I still draw on.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> As an academic, the added value is very clear: without this status I could not have my current job. I think I knew before that I wanted to be an academic, but it was certainly my positive experience as a PhD student that solidified my motivation, and the network I developed throughout that period (heavily through the KLI) was very helpful then and in the years after that.

**PhD thesis**

Efficiency and fairness in collective task performance

**Date of public defence**

May 18, 2000

**University**

Leiden University

**Supervisor(s)**

Prof.dr. H.A.M. Wilke, dr. A.P. Wit

**What was your first employer and job title after completing your PhD?**

> Leiden University, faculty of Social Science, department of social - and organizational psychology. I was a post doc researcher.

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2000-2001 Trainee at the Centraal Bureau of Statistiek (for 6 months)
- > 2001-2009 (Sr) Policy advisor at the department of Agriculture, Nature and Food quality
- > 2009-2011 Auditmanager at the department of Agriculture, Nature and Food quality
- > 2011-present Auditmanager at the department of Finance

**What is your current employer and job title?**

- > Auditmanager at the department of Finance

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Analytical skills, writing skills, persistence - not giving up until you really understand a problem.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> The title is often seen as 'evidence or proof of competence'; people expect me to do well beforehand. Added value was the biggest in the start of my career; I started in a new field, in which I had no experience, but people gave me the opportunity /expected me to do well because of 'being a Doctor' ('if you were able to finish a PhD...!'). Also, in my current job, I can bring in social psychological insights that are very relevant but still relatively new into the field of operational auditing.

## Wander Jager



### PhD thesis

Modelling consumer behaviour

### Date of public defence

June 15, 2000

### University

University of Groningen

### Supervisor(s)

Prof.dr. C.A.J. Vlek



### What was your first employer and job title after completing your PhD?

- > University of Groningen, UD Faculty of Management

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > University of Groningen

### What is your current employer and job title?

- > Managing director of the Groningen Center for Social Complexity Studies
- > UHD - Economics and Business - leaving
- > Moving to University College Groningen - working on a creative and interdisciplinary program where behavioural sciences, natural sciences and arts are being integrated

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > The freedom I had to explore and develop a field that was hardly known and present at the time: Agent Based Modelling of Human Behaviour. Learning to take calculated risks.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

- > It is just a prerequisite for what I'm doing now.

**PhD thesis**

Sustainable household metabolism and quality of life

**Date of public defence**

June 26, 2000

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. C.A.J. Vlek

**What was your first employer and job title after completing your PhD?**

> 1998-2001      Research Fellow, University of Surrey, Department of Psychology

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> 2001-2010      Lecturer in Environmental Psychology, University of Surrey, Department of Psychology

**What is your current employer and job title?**

> Senior Lecturer in Environmental Psychology, University of Surrey, Department of Psychology

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> All of what I learned has been extremely useful of course as I stayed in academia.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> As above, I would not have been able to take up an academic career without a PhD. However, I think my PhD had specific advantages as well. At the time I applied for the job in England there were very few places that taught Environmental Psychology. I believe I had a great advantages over other candidates in that respect. The Netherlands was clearly ahead with their teaching on this topic. In addition my PhD was part of an NWO funded interdisciplinary research program, again very novel in those days but now much more common. This experience has given me a lot of advantages in my further career in England.

## Cathy van Dyck



### PhD thesis

Putting errors to good use: On error management culture in organizations

### Date of public defence

April 27, 2000

### University

University of Amsterdam

### Current job

Faculteit der sociale wetenschappen, afdeling organisatiewetenschappen, VU



## Claudia Hoeksema-van Orden



### PhD thesis

Fatigue and performance in groups

### Date of public defence

September 28, 2000

### University

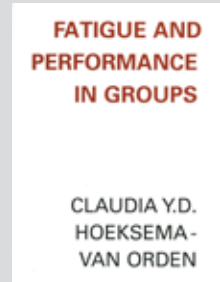
University of Groningen

### Current job

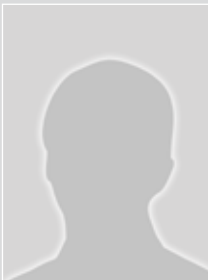
Bestuursadviseur Hanze University of Applied Sciences, Stafbureau P&O

### FATIGUE AND PERFORMANCE IN GROUPS

CLAUDIA Y.D.  
HOEKSEMA-  
VAN ORDEN



## Jaap Ouwerkerk



### PhD thesis

Comparison-based reactions to group performance outcomes

### Date of public defence

October 27, 2000

### University

VU University Amsterdam

### Current job

UHD Communicatiewetenschap, VU





## PhD thesis

The significance of personal relationships in cultural perspective: A comparison of individualistic and collectivistic cultures

## Date of public defence

October 24, 2000

## University

VU University Amsterdam

## Supervisor(s)

Prof.dr. G.R. Semin



## What was your first employer and job title after completing your PhD?

> ResCon, research and Consultancy, job title: researcher

## What were your jobs and employers after that (if any), and in which years did you work in each job?

- > Inspectie Jeugdzorg, senior inspecteur
- > Inspectie Jeugdzorg, coördinerend inspecteur

## What is your current employer and job title?

> Inspectie Jeugdzorg, coördinerend inspecteur

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Analytic thinking, research skills, writing skills.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> The status as a Doctor in Psychology was especially useful in the beginning of my career, just after finishing my PhD. It helped me to require a job at a research and consultancy company and at the 'Inspectie Jeugdzorg', because it made them impressed by my research skills.



## Ana Cristina Costa



### PhD thesis

A matter of trust: Effects on performance and effectiveness of teams in organizations

### Date of public defence

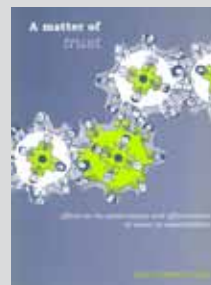
November 22, 2000

### University

Tilburg University

### Supervisor(s)

Prof.dr. R.A. Roe, prof.dr. T. Taillieu



### What was your first employer and job title after completing your PhD?

> TU-Delft - Assistant professor

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2008- to present    Brunel University - Brunel Business School

### What is your current employer and job title?

> Brunel University - Brunel Business School - Associate professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Research methodology.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> It is a requirement for my job.

**PhD thesis**

Sex differences in emotion expression

**Date of public defence**

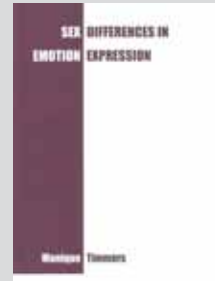
November 30, 2000

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. A.S.R. Manstead, prof.dr. A.H. Fischer

**What was your first employer and job title after completing your PhD?**

> Assistant Professor, Communication Science, University of Amsterdam.

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> No other jobs

**What is your current employer and job title?**

> Assistant Professor, Communication Science, University of Amsterdam

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Research and analytical skills.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> It was a necessary condition to get my current job.

## Sander Koole



### PhD thesis

Positivity in self-evaluation

### Date of public defence

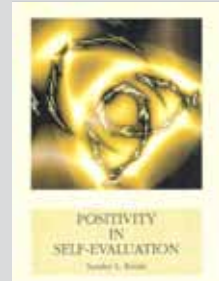
December 18, 2000

### University

Radboud University Nijmegen

### Supervisor(s)

Prof.dr. A.F.M. van Knippenberg, dr. A.J. Dijksterhuis



### What was your first employer and job title after completing your PhD?

> VU, Dept of Social Psychology, Assistant Professor

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2003-present Associate Professor at the same department

### What is your current employer and job title?

> Associate Professor, VU, Dept. of Clinical Psychology

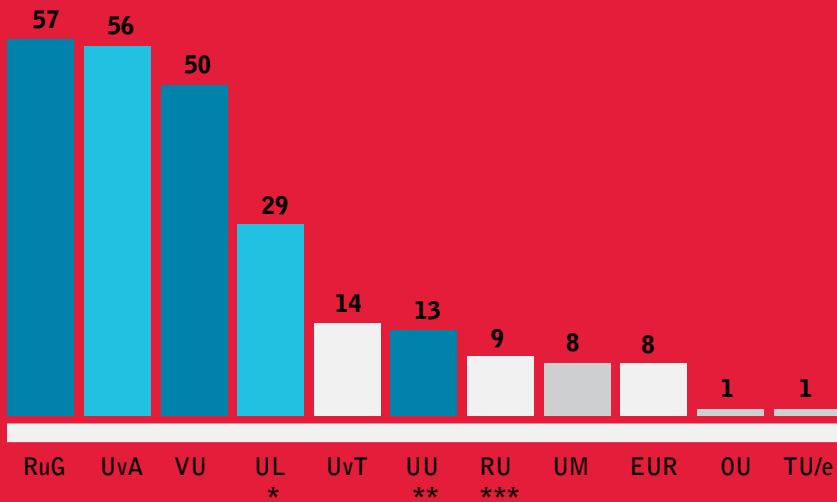
### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Interacting with top scholars in the field;
- > Interacting with other PhD students;
- > Writing workshop by Norbert Schwarz.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> As I work in academia, so having a PhD is a prerequisite of any further career advancement.

## Number of KLI dissertations per university



Blue coloured bars=Participating university's

\* Leiden University started participation in the KLI in 1995

\*\* Utrecht University joined the KLI in 2002

\*\*\* Radboud University Nijmegen terminated participation in the KLI in 2005



**Marieke Wilke**

**PhD thesis: Billijkheid van prestatieverschillen  
in taakgroepen**

**What kind of work do you do at the moment?**

>> I started my own business in 2007. This continued into cooperation with other entrepreneurs in 2010. Together we form an organisation called 0/24. We coach and advise organisations in the domain of education, (youth) care, and municipality about organisational changes and other issues. Recently, for example, we have advised a home care service that wanted to know how they could encourage their employees to really pay attention to the needs of their clients, and to improve employees' skills in mobilizing a client's social network.

sation and do not adapt when needed or requested by the organisation. I try to find out what the underlying problem is and report the outcome of these interviews to the client. Means and standard deviations are less important here. What is important is what information employees share with you, how they experience the situation, and what patterns become visible.

**It appears as if you experience a large difference between academics and consultancy. Is that correct?**

>> Yes, that is correct. Especially

## “I think I was too critical about myself at that time”

**The website of 0/24 shows that you still conduct research. How does your current research differ from the research you conducted at the university?**

>> The difference, as I have experienced it, is enormous. As a PhD student I conducted quantitative, experimental research that had to comply with strict rules. Furthermore, I thought in terms of H0 and H1. The research I conduct at present is a lot more practical and qualitative. For example, I interview people in organisations to examine why employees resist changes in their work or organi-

the first 18 months after my defence, I was confused. My first position was at an organisation-consulting firm and I became aware of the fact that the way of thinking that I acquired during my PhD project was completely out of line with how people worked in practice. At that time, I was not able to make the connection. During the same period, I was also not very proud of my dissertation, only later I became proud of what I achieved. I thought: 'How can science possibly be useful for me?' At that time it only seemed to have limited me in my way of thinking.

## interview

**The years have passed since then. How do you look back on your dissertation now?**

>> I absolutely see the value of my research now. I think I was too critical about myself at that time. Furthermore, I realize now that the knowledge and skills I acquired as a PhD student are very useful in practice. I learned to think systematically and to analyze situations carefully. In my work field, conclusions are easily drawn and statements are easily made.

People are, for example, constantly talking about behaviour change although they often do not know a lot about this topic; much less what theories are relevant. Co-workers sometimes say to me: 'You work so precisely!', and that is correct. I always try to go a level deeper and bring along a lot of theoretical knowledge about social and organisational psychology. That is especially something I kept from the time I was a PhD student.

**Do you have any suggestions for (aspirant) PhD students?**

>> During my PhD project, particularly in the final stage, I felt rather lonely. I was not fully aware of my needs and, as a result, I was not able to fulfill those needs very well. In hindsight, it could all have been a little bit more light-hearted and placed into perspective.

Accordingly, my advice would be to go out and meet people, people who are in the same situation as you are, with whom you can have a good laugh and place your research into perspective.



### **PhD thesis**

Billijkheid van prestatieverschillen in taakgroepen

### **Date of public defence**

April 10, 2000

### **University**

Radboud University Nijmegen

### **Supervisor(s)**

Prof.dr. C.G. Rutte, prof.dr. A.F.M. van Knippenberg

**YEAR**

**01**



## Andreas Rauch



### PhD thesis

Success factors of small and medium sized enterprises

### Date of public defence

January 25, 2001

### University

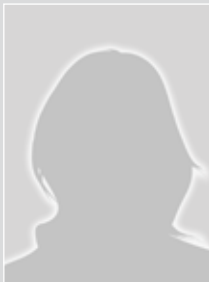
University of Amsterdam

### Current job

Associate Professor, Faculty of Economics and Business, RuG and Affiliated Researcher, Johannes Kepler University Linz



## Laura Sweeney



### PhD thesis

Abstraction, representation and social cognition

### Date of public defence

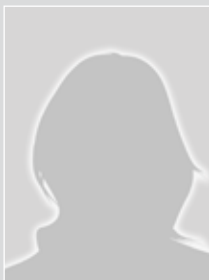
May 29, 2001

### University

VU University Amsterdam



## Maaïke ten Berge



### PhD thesis

Freebooters and prosperity. The structure of situations from a trait psychological perspective

### Date of public defence

December 6, 2001

### University

University of Groningen

### Current job

GZ-psychologist, NIFP



**PhD thesis**

Flexible and rigid reactions to reminders of mortality: Some further explorations of terror management theory

**Date of public defence**

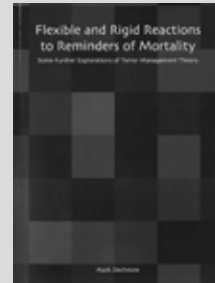
June 18, 2001

**University**

Radboud University Nijmegen

**Supervisor(s)**

Prof.dr. J. Janssen, prof.dr. A.F.M. van Knippenberg

**What was your first employer and job title after completing your PhD?**

- > Nijmegen University - assistant professor

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2001-2003 Nijmegen University, post doc
- > 2003-2004 Groningen University, VENI post doc
- > 2004-2006 Nijmegen University, VENI post doc
- > 2006-2008 University of Maryland, Visiting Fellow
- > 2008-present Leiden University, Senior Researcher to Associate Professor

**What is your current employer and job title?**

- > Leiden University - Associate Professor

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Networking, impact assessment, international focus.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > A doctorate is a requirement for a career in academia.

## Esther van Leeuwen



### PhD thesis

Preserving identity when groups combine: A study of group-based reactions to mergers

### Date of public defence

June 26, 2001

### University

Leiden University

### Supervisor(s)

Prof.dr. N. Ellemers, dr. D. van Knippenberg



### What was your first employer and job title after completing your PhD?

> Leiden University, assistant professor

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2001-present VU University Amsterdam, assistant professor

### What is your current employer and job title?

> VU University Amsterdam, assistant professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> As a PhD student, I made a lot of useful contacts with other scientists during KLI workshops and conferences. I was also able to practice my presentation and discussion skills in a relatively 'safe' environment during those meetings.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> This status is a prerequisite for an academic career.

**PhD thesis**

Pro-environmental behavior

**Date of public defence**

September 6, 2001

**University**

Leiden University

**Supervisor(s)**

Prof.dr. H.A.M. Wilke, dr. H. Staats

**What was your first employer and job title after completing your PhD?**

- > Researcher at TNO Preventie en Gezondheid (Leiden)

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2002-2006 Post-Doc researcher at the Netherlands Institute for the study of crime and law enforcement (NSCR)
- > 2012-2013 Assistant clinical psychologist at psychologenpraktijk AGO te Rijswijk. Individual psychotherapy.

**What is your current employer and job title?**

- > 2006-present Senior researcher at the The Hague police force

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Research skills and a general 'objective', reliable and valid way of approaching problems/questions that crime fighters are confronted with.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > A general status and light admiration and respect.

## Frenk van Harreveld



### PhD thesis

Unpacking attitudes, an investigation into attitudinal structure

### Date of public defence

September 27, 2001

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. J. van der Pligt, prof.dr. N.K. de Vries



### What was your first employer and job title after completing your PhD?

> Accenture, Strategic consultant

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> From 2002 UvA, first as postdoc, then as assistant professor and now as associate professor.

### What is your current employer and job title?

> University of Amsterdam, associate professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> The ability to think independently and creatively.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Speaks for itself....

**PhD thesis**

Conflict issues matter: How conflict issues influence negotiation

**Date of public defence**

October 19, 2001

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. C.K.W. de Dreu

**What was your first employer and job title after completing your PhD?**

> Leiden University, Assistant Professor

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> Still in that job.

**What is your current employer and job title?**

> See above.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Persistence...

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> The PhD title is obligatory to become an Assistant Professor.

## Arjan Bos



### PhD thesis

HIV stigma and social interaction: Examining strategies to influence perceivers' emotional and behavioral reactions in initial encounters

### Date of public defence

November 8, 2001

### University

Maastricht University

### Supervisor(s)

Prof.dr. G. Kok, dr. A. Dijkster



### What was your first employer and job title after completing your PhD?

> 2000-2008 Assistant professor, School of Psychology, Open University of the Netherlands

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2005-2008 Assistant professor, Institute of Psychology, Erasmus University Rotterdam
- > 2009-2011 Assistant professor, Faculty of Psychology and Neurosciences, Maastricht University
- > 2011-present Associate professor, Faculty of Psychology and Educational Sciences, Open University of the Netherlands

### What is your current employer and job title?

> Associate professor, Faculty of Psychology and Educational Sciences, Open University of the Netherlands

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> I think the EAESP summer school in Leuven was the most useful experience during my KLI PhD time. I met many colleagues at this summer school and this was the start for many fruitful collaborations. Furthermore, courses on writing skills and ASPO conferences were also very useful.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> A PhD is a requirement to have a permanent staff position in Academia.

**PhD thesis**

Contextual and perceiver factors in the stereotyping of multiple category groups

**Date of public defence**

November 20, 2001

**University**

VU University Amsterdam

**Supervisor(s)**

Prof.dr. N. Ellemers, prof.dr. G.R. Semin

**What was your first employer and job title after completing your PhD?**

- > 2001-2004      Postdoc, Radboud University Nijmegen

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2005-2007      Postdoc, Wageningen University
- > 2007-2009      Research Fellow, University of St Andrews and University of Dundee Scotland, UK)

**What is your current employer and job title?**

- > 2009-present      Senior Research Officer, Scottish Government

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

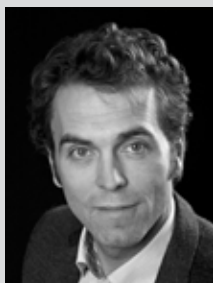
- > The ability to critically evaluate and debate the validity of evidence and to communicate research findings to different audiences.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > It facilitates engagement and collaboration with academic stakeholders by being able to show understanding of academic research and how this can contribute to the development of social policy.



## Ilja van Beest



### PhD thesis

Self-interest and fairness in coalition formation

### Date of public defence

November 21, 2001

### University

Leiden University

### Supervisor(s)

Prof.dr. H.A.M. Wilke, dr. E. van Dijk



### What was your first employer and job title after completing your PhD?

> UVA, communication science department, UD

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> UVA, Leiden University, Tilburg University

### What is your current employer and job title?

> Prof.dr. Ilja van Beest, chair department social psychology, Tilburg University

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Meeting fellow PhD students, creating a warm and welcome situation to meet and discuss research.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> It helped me advance my career at the university.

**PhD thesis**

Men, women and their rivals: Jealousy from an evolutionary-psychological perspective

**Date of public defence**

November 29, 2001

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. A.P. Buunk

**What was your first employer and job title after completing your PhD?**

> I started my own business, as a freelance psychologist, writer, researcher, trainer, teacher and advisor.

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> During the years I have worked for and with many companies, publishing houses, universities, colleges, governmental institutions and private persons. My activities have resulted in, among other things, more than 800 articles on psychological topics in popular magazines, such as Flair, Psychology Magazine and Libelle, about 50 international scientific publications, 12 popular psychology books and 7 study books for Bachelor and Master students. For more details see: [www.pieterneldijkstra.nl](http://www.pieterneldijkstra.nl).

**What is your current employer and job title?**

> See above.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> I consider my writing skills, especially those concerning scientific publishing, as the most useful of all the skills I developed during my time as a KLI PhD.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> Professionally, my status as a Doctor is of high value. With this status I distinguish myself from competitors to such an extent that, with regard to some tasks, I find myself without serious competition.



## **Nanja Kolk**

**PhD thesis: Assessment Centers. Understanding and improving construct-related validity**

**Currently, you work at the Changery ([www.thechangery.com](http://www.thechangery.com)), a consulting firm, together with eight co-workers. What are your activities there?**

>> For two-thirds of the time I support large change processes in organisations. I am involved in the business side, as well as the psychological side of these changes. The rest of the time I coach people.

In the past, I have experienced myself that sessions are often 'much to do about nothing', a lot of words without touching the essence. I myself take a different approach: I like to unravel the core.

in the boardroom, I like to go 'a level deeper'. I want to talk about what drives people, and what their values are. When such openness is created, you often see a better mutual understanding develop between coworkers. In some people it even elicits an 'Aha' feeling. They, for instance, say to a colleague: 'Is that how it works for you?'. At that point a genuine and effective cooperation between coworkers can develop.

**Where did you learn this 'soul searching'? I assume not during your PhD period?**

## **“Nanja enters the board room in a pin-striped suit and starts to talk about the soul”**

**On your website I read a quote about you from one of your co-workers. She says: 'Nanja enters the board room in a pin-striped suit and starts to talk about the soul.' What is it that you exactly do in that boardroom?**

>> I often work in a man's world where people are not used to show their vulnerabilities and be open about their insecurities. However, openness about both strengths and flaws is necessary to successfully implement an important organisational change. That is why, in my dialogues

>> No, that's correct. My dissertation involved rather technical research. Following my dissertation I educated myself by following all kinds of courses for coaches and therapists, which have been of great value to my current activities. These courses have helped me to approach changes within organisations from different points of view, for example from the systemic point of view, the problem-solving point of view, etcetera.

**Looking back at you PhD period, what did it bring you with regard to your later career?**

## interview

>> Concerning knowledge, nothing. However, I did acquire many useful skills that I still use on a daily basis. For instance, during my PhD project I did a lot of acquisition and project management. I also started to publish and present at conferences quite soon after I started my research. That is also exactly what I would recommend PhD students. Do not stay in your office but go out there! You will learn a lot from that.

More than often, I do not even mention my PhD degree to clients. It is not printed on my business card either. My experience is that, when people don't know me yet and learn about my degree, they think that I am a theoretical person and don't know how it is in practice. Often, when they find out about my degree at a later stage, when they already know me, they appreciate it.

**What are your personal goals for the future?**

>> In the future, I would like to lecture at a university, but it has to be in line with my own beliefs about change management. Not everything can be proven scientifically, but that does not necessarily mean that there are no effects.

A disadvantage of science is that topics are often being analyzed, scrutinized, and 'stripped' in such a manner that the complexity of reality gets lost. It becomes work on the 'millimetre', too much focus on the detail. I know from my own experience: my dissertation also focused on a detail.

Although I enjoyed my research enormously at the time, the practical value of that type of research is small. That does not mean that I don't like theories or science. A model that I like to apply to change processes in organisations is, for instance, Theory U, one of the few theories that does justice to the reality and complexity of change processes in organisations.



### PhD thesis

Assessment Centers. Understanding and improving construct-related validity

### Date of public defence

November 8, 2001

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. H. van der Flier, prof.dr. N. Bleichrodt, dr. M. Born

**YEAR** 202

## Marius van Dijke



### PhD thesis

Understanding power dynamics. Effects of social comparison on tendencies to change power and power differences

### Date of public defence

March 1, 2002

### University

Tilburg University

### Supervisor(s)

Prof.dr. J. Rijsman, dr. T. Poppe



### What was your first employer and job title after completing your PhD?

- > 2001-2010 Department of psychology, Open University of the Netherlands.  
Assistant professor in organizational psychology

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2010-present Associate professor at Rotterdam School of Management, Erasmus University
- > 2012-present Professor of behavioral ethics at Nottingham Business School, Nottingham Trent University (part-time = adjunct).

### What is your current employer and job title?

- > See above.

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > I guess in the end it comes down to the ability to work independently on issues that are difficult (although as part of different collaborations, of course). So this boils down, partly to the ability to keep on learning.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

- > I work as a scientist. There is no way to do that without a PhD.

**PhD thesis**

Small group negotiation and team performance

**Date of public defence**

May 8, 2002

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. C.K.W. de Dreu

**What was your first employer and job title after completing your PhD?**

> Postdoc, UvA, Dept. of Work and Organizational Psychology

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> I stayed at the UvA until 2014 (will start at the Department of Organization Science, VU, per June 1, 2014).

**What is your current employer and job title?**

> Current: Associate professor, UvA, Dept. of Work and Organizational Psychology

> Per June 1, 2014: Professor, UvA, Department of Organization Science

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> The most important skill I learned is probably regression analysis. Marcello Galluci's courses were of very high quality and very memorable. I also very much enjoyed the presentation course by Esther Kluwer and her colleague, it helped me a lot. The best memories I have, however, are of the conferences. The cooperative atmosphere among PhD students was really nice.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> Writing my dissertation has allowed me to pursue a career in science. It has also helped me develop my perspective on group processes.



## Dimitri van der Linden



### PhD thesis

Mental fatigue and goal-directed behaviour: Flexibility, planning, and the regulation of actions

### Date of public defence

May 15, 2002

### University

University of Amsterdam

### Current job

Associate professor, Erasmus University Rotterdam



## Xu Huang



### PhD thesis

Just a matter of taste? One nation's job satisfiers are another nation's job dissatisfiers

### Date of public defence

May 16, 2002

### University

University of Groningen



## Veerle Brenninkmeijer



### PhD thesis

A drug called comparison: The pains and gains of social comparison among individuals suffering from burnout

### Date of public defence

May 23, 2002

### University

University of Groningen

### Current job

Assistant Professor in Work and Organizational Psychology, Utrecht University



**PhD thesis**

De ontwikkeling en evaluatie van een zelf-instructieprogramma voor een training in basisgespreksvaardigheden

**Date of public defence**

June 27, 2002

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. G. Lang, prof.dr. K.I. van Oudenhoven-van der Zee

**What was your first employer and job title after completing your PhD?**

- > 2001-2005      UMCG - Educational consultant, Faculty of Medical Sciences, Medicine programme (RuG)

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2005-present      Researcher, University Medical Centre Groningen - Institute for Medical Education (RuG/UMCG)

**What is your current employer and job title?**

- > See above.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > All aspects of conducting research.

# Jan-Willem van Prooijen



## PhD thesis

Procedural justice and group dynamics

## Date of public defence

September 5, 2002

## University

Leiden University

## Supervisor(s)

Prof.dr. H.A.M. Wilke, prof.dr. K. van den Bos



## What was your first employer and job title after completing your PhD?

> Assistant professor at the department of Social psychology, VU University Amsterdam

## What were your jobs and employers after that (if any), and in which years did you work in each job?

> I stayed at VU University (but did become associate professor)

## What is your current employer and job title?

> Associate professor at the department of Social and Organizational Psychology, VU University Amsterdam

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > A broad insight into many research areas within social psychology;
- > A network of former (i.e., my generation) PhD students that is still beneficial today;
- > KLI added to many research-related skills (e.g., methods, statistics, presenting...)

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Without a Doctor-title one cannot be an associate professor.

**PhD thesis**

The social functions of in-group bias

**Date of public defence**

October 1, 2002

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. R. Spears, prof.dr. A.S.R. Manstead, dr. B. Doosje

**What was your first employer and job title after completing your PhD?**

> Assistant professor, Leiden University

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2004-2007      Postdoctoral research fellow (on NWO VENI Grant), Leiden University
- > 2007-2013      Assistant professor, Leiden University
- > 2013-now       Associate professor, Leiden University

**What is your current employer and job title?**

> Associate professor, Leiden University

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> The KLI was of immeasurable value for developing my career as a social psychologist working in academia. It taught me the essential skills (e.g., scientific writing, analyzing data, designing questionnaires), developed my ideas about what to study, and provided me with an excellent network.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> It is a prerequisite for all jobs (in academia) that I had after obtaining my PhD.

## Johan Karremans



### PhD thesis

Forgiveness: Examining its consequence

### Date of public defence

November 6, 2002

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. P.A.M. van Lange



### What was your first employer and job title after completing your PhD?

> Utrecht university, UD

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2005-now      Radboud university, first UD, then UHD

### What is your current employer and job title?

> UHD, Radboud university

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

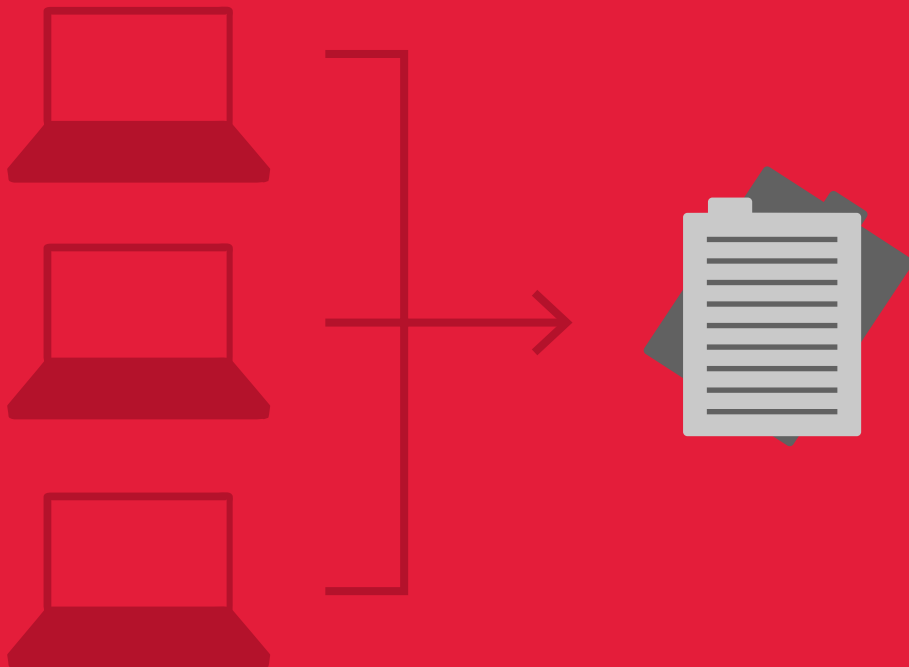
> Collaborating with and listening to Dutch colleagues during KLI workshops and conferences.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> I am now an associate professor.

### Start-up grant fundings

After the KLI was established in 1992, it received a 'Stimulans' grant from the Netherlands Organisation for Scientific Research (NWO). This grant was instrumental in improving the infrastructure of the KLI. Part of it was used to allow KLI members to collect large scale survey data through the 'Telepanel' facility, a then novel computer-based system for surveying a representative sample of Dutch households. This grant also provided financial support for workshops and the first KLI-conference.



The 'Telepanel' facility provided access to a representative sample of Dutch households



## **Boukje Keijzer**

**PhD thesis: Changing perspectives: conclusions and conjectures about context effects in group perception**

**Together with six other 'zebra's', you work in a creative consulting network for societal challenges known as 7zebras (<http://www.7zebras.nl>). What exactly is it that you do in this network?**

>> Civil services, such as municipalities and housing associations, constantly deal with changed relations with, for instance, local residents or businesses. We connect these parties and help them to create a new, mutual way of cooperation, and to reach agreement on topics where they have to decide on.

>> As a matter of fact, I find science a very creative process. As a scientist you are continuously experimenting and looking for pieces of the puzzle that help to explain reality.

Feedback that I received from others on my research as well as giving feedback to others on their research also strongly stimulated creativity at that time. However, the type of creativity you find in science is set by boundaries: as a scientist you have to comply with strict scientific rules. My creativity has much more freedom now.

## **“As a matter of fact, I find science a very creative process”**

Recently, for example, we were involved with a municipality that had to cut back 20% of its budget for welfare and care. In such a situation, we design and guide creative sessions in which all stakeholders have to decide together on what facilities stay and where savings should be made.

We make people change the way they look at a problem or issue, in such a way that, at the end of the day, specific agreements have been made.

**It appears that your current work is very creative. Were you as creative in your work as a PhD student?**

**What, from your experiences as a PhD student, is still beneficial to you now?**

>> As a PhD student I learned that there are many different truths. Your truth only holds as long as there is no better truth. That notion helps to put things into perspective and to bridge different visions.

Furthermore, I learned a lot about group processes; knowledge that is still useful to me on a daily basis. I am constantly dealing with teams and team members' wishes and concerns. I often deal with the question: 'What makes them tick?'



## interview

I also learned a lot from presenting my research. It forced me to constantly bring across, very briefly, the essence of my research. It was very enlightening to do that in front of all kinds of audiences, and to receive feedback on it.

**Do you have any suggestions for (aspirant) PhD students? For example, how they can stimulate their creativity?**

A visualization forces you to focus on the essence of your ideas in a different way. It also enables you to talk about it with lay people. Particularly lay people can have a very refreshing view on your research. As your research process continues, you can adjust your visual, depending on the research outcomes or progressing ideas.

The visualization then develops with you, as you continue to take small

**“A visualization forces you to focus on the essence of your ideas in a different way”**

**>>** Talk about your research with others. It can also be very useful to visualize your research ideas or theories. This can take the form of a picture of a path model, a 3D picture, a symbol or metaphor, or a short movie.

steps forward in the search for your truth.



### **PhD thesis**

Changing perspectives: conclusions and conjectures about context effects in group perception

### **Date of public defence**

October 18, 2002

### **University**

University of Amsterdam

### **Supervisor(s)**

Prof.dr. R. Spears, dr. W. Koomen, prof.dr. D.A. Stapel

**YEAR**

**03**

## Marlene Roefs



### PhD thesis

Public participation and perceived injustice in South Africa, 1995-2000

### Date of public defence

January 8, 2003

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. P.G. Klandermans, dr. J.L. Olivier



### What was your first employer and job title after completing your PhD?

- > 2002-2003 Research Specialist, Human Sciences Research Council, Group: Democracy and Governance, Pretoria, South Africa

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2003-2005 Senior Research Specialist, Human Sciences Research Council, Group: Surveys Analyses Modelling and Mapping (SAMM), Pretoria, South Africa
- > 2005-2006 Chief Research Specialist, Human Sciences Research Council, Group: Knowledge Systems, Pretoria, South Africa
- > 2006-2009 Social dimensions - Self owned companys, Pretoria, South Africa
- > 2009-2012 Senior Officer Strategy: Managing for Results, SNV Dutch Development Organisation, The Hague, Netherlands

### What is your current employer and job title?

- > 2012-present Senior Monitoring and Evaluation Advisor, Centre for Development Innovation, University of Wageningen

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Analytical thinking, research, international exposure, writing. Developing theories, testing them, critical reflection etc. has helped me in better understanding complexity issues and system dynamics in the field of socio-economic development.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

- > My status as a PhD helped me to get a permanent position in South Africa. This in turn was a condition for my permanent residence status. It has also contributed to perceived

credibility, at least in South Africa. While working at a development organisation in the Netherlands, the PhD status was sometimes associated with being academic and by implication less practical or pragmatic. Currently, while working at the university (in a consultancy branch focusing on international development), it does not seem to have a negative or positive effect. The fact that I am associated with a university, however, does seem to contribute to a perception of being prone to scientific / academic approaches, especially among private sector clients/partners. This may have either a positive or a negative connotation.

## Rick van Baaren



### PhD thesis

Mimicry: A social perspective

### Date of public defence

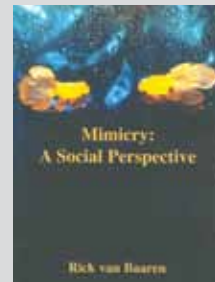
March 11, 2003

### University

Radboud University Nijmegen

### Current job

Full Professor of Behavioral Change and Society at RU, BSI



## Rob Holland



### PhD thesis

On the structure and consequences of attitude strength

### Date of public defence

May 20, 2003

### University

Radboud University Nijmegen

### Current job

Associate professor at Radboud University Nijmegen, affiliate professor at University of Amsterdam



# Femke Bennenbroek



## PhD thesis

Social comparison and coping with radiation therapy: The significance of different dimensions of comparison

## Date of public defence

March 27, 2003

## University

University of Groningen

## Supervisor(s)

Prof.dr. A.P. Buunk, prof.dr. R. Sanderman



## What was your first employer and job title after completing your PhD?

> Medior researcher and consultant at TNO Work & employment

## What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2005-2009 Senior researcher and consultant at TNO Work & employment
- > 2009 R&D manager at Dariuz BV
- > 2010-2013 CEO Dariuz BV

## What is your current employer and job title?

> 2013-current Co-owner and CEO at ZINZIZ bv, see also [www.zinziz.nl](http://www.zinziz.nl)

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Fundamentally three skills I still use today: How to use abstract thinking and a hypothesis-testing way of working any problem I encounter during my work.
- > When developing new instruments or methods, I base a first version on the state of the art of science, translate that to the needs of professionals in the workforce and start a pilot. Using an structured evaluation of the pilot-results, I improve the first version. When the instrument/method is being used on a large(r) scale I use statistical analysis to further improve on the second version. Wherever possible, I start an experiment to analyze the effectiveness of the instrumentation/method.
- > During my PhD, I lectured a lot, mostly to fourth years student. I learned how to achieve an educational goal in different kinds of settings. I still use these skills in the workshops and trainings I provide.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> It gives a certain amount of credibility to my work. People trust more in the quality of my work. It can also be a disadvantage: when people give in to the stereotype of a scientist who doesn't know how the real world works.

**PhD thesis**

Reflexivity in teams

**Date of public defence**

May 27, 2003

**University**

VU University Amsterdam

**Supervisor(s)**

Prof.dr. P.L. Koopman, prof.dr. D.N. den Hartog

**What was your first employer and job title after completing your PhD?**

> FEWEB, VU University Amsterdam

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2003 Assistant professor, FEWEB, VU University Amsterdam
- > 2003-present Rotterdam School of Management, Erasmus University Rotterdam

**What is your current employer and job title?**

> Associate professor leadership and management, Rotterdam School of Management, Erasmus University Rotterdam

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> How to publish. Most KLI courses were very helpful and well-organized.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> It was essential for my academic career.

## Dianne van Hemert



### PhD thesis

Patterns of cross-cultural differences in psychology: A meta-analytic approach  
**Date of public defence**

May 27, 2003

### University

Tilburg University

### Current job

Senior researcher at TNO



## Heleen van Mierlo



### PhD thesis

Self-managing teamwork and psychological well-being

### Date of public defence

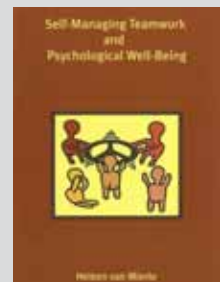
June 5, 2003

### University

Eindhoven University of Technology

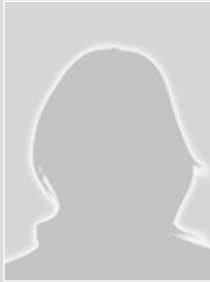
### Current job

Assistant Professor in Work & Organizational Psychology, EUR



## Judit Arends-Tóth

91



### **PhD thesis**

Psychological acculturation of Turkish Migrants in the Netherlands: Issues in theory and assesment

### **Date of public defence**

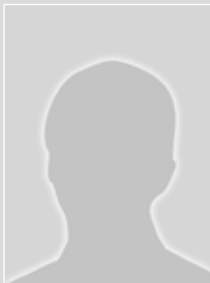
June 6, 2003

### **University**

Tilburg University



## Joost Miedema



### **PhD thesis**

Fairness and the self

### **Date of public defence**

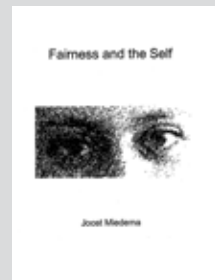
November 17, 2003

### **University**

Leiden University

### **Current job**

Senior Lecturer, Hanze University of Applied Sciences





# Camiel Beukeboom



## PhD thesis

How mood turns on language

## Date of public defence

October 14, 2003

## University

VU University Amsterdam

## Supervisor(s)

Prof.dr. G.R. Semin



## What was your first employer and job title after completing your PhD?

> Department of Social Psychology, VU University Amsterdam

## What were your jobs and employers after that (if any), and in which years did you work in each job?

> Department of Communication Science, VU University Amsterdam

## What is your current employer and job title?

> Assistant Professor, Department of Communication Science, VU University Amsterdam

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Since I am still employed as a scientific researcher many skills I acquired are still highly useful (scientific writing, conducting research, statistics, publishing skills etc.)

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Being able to continue and grow in academia.

### Scientific recognition KLI

accreditation and awards

In 1995 the KLI was recognised by the Royal Netherlands Academy of Arts and Sciences (KNAW) as a Graduate School in Social Psychology and its Applications. It was re-accredited in 2000 and 2005. The European Association of Social Psychology selected the KLI to receive the Jean Paul Codol award in 2005, for its contribution to the development of Social Psychology in Europe. As an interuniversity research and training institution, the KLI acquired a grant from the NWO Graduate Program in 2011, awarding excellence in providing an educational and research environment for the development of talented young researchers.



KLI received the Jean Paul Codol award in 2005



## **Ruben Taris**

**PhD thesis: Person-environment fit: A longitudinal study of the interaction between employees characteristics and work environmental characteristics**

**You are senior researcher and department manager of the research group for the Recruitment and Selection division of the Police Academy. What does this research group exactly do?**

>> We help the Dutch Police Force to recruit and select the best police officers. For that purpose we search and develop new assessment instruments according to the latest state-of-the-art assessment methodologies. For example, we customized a computerized adaptive cognitive ability test battery. This test battery uses an enormous pre-calibrated bank of test items. The item to be administered is based on the applicant's performance on each

test that is administered is unique to the applicant. So, applicants are challenged by test items at an appropriate level. Moreover, test security is guaranteed. For a malevolent applicant it is impossible to capture the entire pool of items that we use.

**How do your current work activities relate to your doctoral research?**

>> For my PhD research I was interested in the fit between an employee and his or her work environment. More specifically, I examined the effects of the fit between personal characteristics and work environmental characteristics on work outcomes

## **“Examine the possibility of conducting research in an organisation, such as the Dutch Police Force”**

previous item. Each test starts by administering an item of average difficulty. If the applicant has answered this item correctly, an item at a next higher level of difficulty is administered. If this item has been answered incorrectly, an item at the next lower level of difficulty is administered.

These kind of adaptive assessment instruments are highly needed for recruiting and selecting the best police officers. Yearly, more than ten thousand candidates apply - sometimes more than once - for a job as a police officer. Because of the adaptive nature of the cognitive test battery each

such as job satisfaction and intention to leave. I, for example, found that under-qualification as well as over-qualification leads to job dissatisfaction and increased turnover intentions.

In the police organisation effects of over-qualification are found as well. For example, overqualified police recruits are less satisfied with the police training and their work as a police officer. So, we set up a special program for applicants to give them a realistic job preview. For example, we invite applicants to screen themselves by completing a situational judgment test, in which realistic, hypothetical

## interview

scenarios are presented which are prototypical for police work.

**Currently, you are also involved in scientific research. Can you tell me something more that research?**

>> I am sometimes approached by scientific researchers who view the police organisation as an interesting environment for doing research. For example, I recently collaborated in a study initiated by the University of Utrecht on stress and decision-making.

Laboratory studies have shown that men display more risk-taking behaviour in decision-making tasks following stress, whereas women, following stress, show more risk-aversion and become more task-focused. In addition, these studies have shown this sex differences to be related to increasing levels of the stress hormone cortisol. We were interested whether such relationships hold outside the laboratory. Therefore, we conducted this study

among applicants for a job as a police officer during an assessment centre procedure. The results validated what was found in the laboratory.

Studies of this kind are, however, not part of my job. I just get involved out of scientific curiosity and because I find it important that research findings are generalizable to the world outside.

**Do you have any tips for (future) doctoral students?**

>> I would like to encourage doctoral students to do their research outside the laboratory. Examine the possibility of conducting research in an organisation, such as the Dutch Police Force. In addition, building networks is important as well. At conferences, for example, or via fora such as ResearchGate. It generates many new ideas and can be very inspiring.



### PhD thesis

Person-Environment Fit: A longitudinal study of the interaction between employees characteristics and work environmental characteristics

### Date of public defence

September 16, 2003

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. P.J.D. Drenth, dr. J.A. Feij

**YEAR**

**04**

## Edwin van Hooft



### PhD thesis

Job seeking as planned behavior. In search of group differences

### Date of public defence

January 22, 2004

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. H. van der Flier, dr. M.Ph. Born, dr. T.W. Taris



### What was your first employer and job title after completing your PhD?

> 2003-2005 Assistant professor, VU University Amsterdam

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2005-2009 Assistant professor, Erasmus University Rotterdam

> 2006-2009 Postdoctoral research fellow (VENI), Netherlands Organization for Scientific Research (NWO)/Erasmus University Rotterdam

### What is your current employer and job title?

> 2009-present Associate professor, University of Amsterdam

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Getting to know other scholars in the field and building a professional network with both peers and more advanced scholars;

> Research skills in general;

> Advanced statistics;

> Presentation skills;

> Teaching skills.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> It's a requirement for my current job.

**PhD thesis**

Self-interest and other-oriented motives in social decision making: An ultimatum bargaining perspective

**Date of public defence**

February 11, 2004

**University**

Leiden University

**Supervisor(s)**

Prof.dr. E. van Dijk, prof.dr. H.A.M. Wilke, dr. R. Vermunt

**What was your first employer and job title after completing your PhD?**

- > Postdoc, Tilburg University

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2004 Assistant Professor, Tilburg University, Faculty of Social Sciences
- > 2005-2006 Postdoctoral Fellow, University of Amsterdam, Faculty of Social & Behavioral Sciences, dept. Work & Organizational Psychology.
- > 2006-2011 Assistant Professor, University of Amsterdam, dept. Work & Organizational Psychology.
- > 2008-now Principal Investigator, CRED, Center for Research on Environmental Decisions, Columbia University, New York

**What is your current employer and job title?**

- > 2011-now Associate Professor Wageningen University, Economics of Consumers and Households (ECH)

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> The writing/reading, statistics and reviewing courses were very useful, especially because they went deep into the way things work within our field. This allowed me to get through the writing and submitting process with an idea of how to do this and what was important. The SofA's were very important in a) learning a lot about cutting edge research b) developing a network also among more senior researchers. The meetings of the groups and the conference were very important for creating a network among dutch researchers from both my own and more senior levels. Overall I think the KLI provided me with a very good network of colleagues, I always knew who to go to for all kinds of information/help and people knew me well enough to give the info/help. A very collaborative group.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > I could not be an associate prof if I did not have that degree.



# Wolfgang Steinel



## PhD thesis

Misleading in social decision-making: A motivational approach

## Date of public defence

February 13, 2004

## University

University of Amsterdam

## Supervisor(s)

Prof.dr. C.K.W. de Dreu



## What was your first employer and job title after completing your PhD?

> University of Amsterdam, UD

## What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2004-2005 UD, University of Amsterdam

> 2005-present UD, Leiden University

## What is your current employer and job title?

> UD, Leiden University

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Peer Group;

> Research Skills.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Obvious; I stayed in academia.

**PhD thesis**

The influence of self and similarity on immediate affective impressions of people

**Date of public defence**

February 13, 2004

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. R. Spears, dr. E. Gordijn, prof.dr. N. de Vries

**What was your first employer and job title after completing your PhD?**

- > Postdoctoral researcher at University of Amsterdam

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2004-2006 Postdoctoral researcher at Universite Catholique de Louvain-la-Neuve
- > 2006-2008 Postdoctoral researcher at Tilburg University
- > 2008-2011 Postdoctoral researcher at Utrecht University
- > 2011-2012 Assistant professor at Tilburg University
- > 2012-2013 Software developer at Kirsten Ruys software ontwikkeling

**What is your current employer and job title?**

- > Software developer at Info.nl

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Analytical thinking, work independently, ability to stay focused and continue with a difficult task, speak and write English, know how to search for information.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > No added value.

## Mirjam Tazelaar (†)



### PhD thesis

When things go wrong: The influence of noise on interactions

### Date of public defence

April 16, 2004

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. P.A.M. van Lange



### Mirjam Tazelaar passed away in 2005

#### Below an 'In memoriam' written by her promotor Paul van Lange

In the years that Mirjam and I have worked together, I have always been very impressed by Mirjam's talent, thoughtfulness, and generosity. She truly enjoyed friendship and was very thoughtful of people around her.

From a scientific perspective, one of her striking qualities was that Mirjam genuinely embraced intellectual challenges. She was above all a thinker, who wanted to be inspired intellectually, and discuss complex puzzles with others. The topic for her dissertation - noise in social dilemmas - became close to her heart, she made it her own, and completed an excellent dissertation in four years. It was a new topic, and Mirjam appreciated unconventional, innovative theorizing.

She enjoyed conversations about scientific and political issues. In many ways, Mirjam's personality was closely tied to the issues she studied. Mirjam was a sharing person, a thoughtful person, and above all, a person who gave others the benefit of the doubt. We miss her.

**Paul van Lange**



## PhD thesis

Bridging attribution and spontaneous inferences: Spontaneous and intentional components of dispositional and situational inferences

## Date of public defence

May 12, 2004

## University

Nijmegen University

## Supervisor(s)

Prof.dr. A.F.M. van Knippenberg, prof.dr. R. Vonk



## What was your first employer and job title after completing your PhD?

> 2004-2007 University of Utrecht: Postdoc

## What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2007-2012 Assistant professor, Eindhoven University of Technology

> 2012-present Associate professor, Eindhoven University of Technology

## What is your current employer and job title?

> 2012-present Associate professor, Eindhoven University of Technology

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> All skills and experiences related to becoming an academic researcher. Very important were the courses on teaching that I followed.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> It's a necessity for becoming an associate professor.

## Sjoerd Goslinga



### PhD thesis

Betrokkenheid, participatie en ledenverloop in vakbonden

### Date of public defence

May 18, 2004

### University

VU University Amsterdam

### Current job

Senior Researcher at Belastingdienst



## Nynke Frieswijk



### PhD thesis

Frail, but happy: The importance of self-management ability and social comparison among elderly persons

### Date of public defence

June 10, 2004

### University

University of Groningen

### Current job

Researcher at Accare



## Hinke Groothof



### PhD thesis

When others are doing better or worse: Responses from the heart and the head

### Date of public defence

September 30, 2004

### University

University of Groningen

### Current job

Assistant Professor at Open University



**PhD thesis**

Coördinatie in interdependente situaties.  
Over de afweging van directe uitkomsten  
versus uitkomsten op lange termijn

**Date of public defence**

June 18, 2004

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. C.K.W. de Dreu, prof.dr. D.L. van Knippenberg

**What was your first employer and job title after completing your PhD?**

- > 2004-2008      Leiden University, Social and Organisational Psychology, post-doc researcher

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2008-current      Researcher at ECN Policy Studies
- > 2012-2013      Senior researcher at Leiden University, Social and Organizational Psychology

**What is your current employer and job title?**

- > Senior researcher at ECN Policy Studies

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Strong methodological skills, analytical skills, writing skills, presentation skills. Experience in a highly competitive field has been useful.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > That is hard to quantify, but I am sure it has helped to get me into things I would not have gotten into without a PhD, such as review boards, advisory committees, and European Commission delegations to cooperating nations. I also think that the EC accepting me as a coordinator of two of their major international projects has something to do with that title.

## Annebel de Hoogh



### PhD thesis

Personality and charismatic leadership:  
A matter of context

### Date of public defence

September 28, 2004

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. P.L. Koopman, prof.dr. D.N. Den Hartog



### What was your first employer and job title after completing your PhD?

- > 2004 - 2005 Postdoctoral research fellow, Top Talent Grant, VU University, Work and Organizational Psychology

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2008-2013 Assistant Professor, UVA, Work and Organizational Psychology
- > 2005-2008 Assistant Professor VU University, Work and Organizational Psychology

### What is your current employer and job title?

- > 2013-present Associate Professor, Department of Organizational Behavior and Human Resource Management, University of Amsterdam Business School

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Intellectual curiosity and perseverance and willingness to seek answers.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

- > Without it, no professional life ;-)

**PhD thesis**

Throwing light on the dark side of sanctions. Sanctioning systems in social dilemmas re-examined

**Date of public defence**

October 22, 2004

**University**

Leiden University

**Supervisor(s)**

Prof.dr. E. van Dijk, dr. D. de Cremer

**What was your first employer and job title after completing your PhD?**

> Leiden University, post-doc/UD

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2005-2009 Tilburg University, as UD
- > 2009-2013 University of Groningen, as UD
- > 2013-present University of Groningen, as UHD

**What is your current employer and job title?**

> See previous.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> All research skills (statistics, setting up experiments, paper writing, exchange of research ideas, etc).

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> Everything.



## Brigitte ten Brink



### PhD thesis

Psychological contract: A useful concept?

### Date of public defence

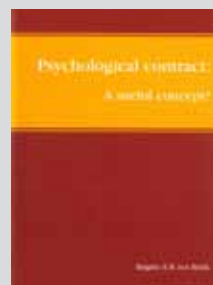
October 26, 2004

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. P.L. Koopman, prof.dr. D.N. den Hartog, prof.dr. J.J. van Muijen



### What was your first employer and job title after completing your PhD?

- > 2004-2006 Local government of Haarlemmermeer, Research team, Research consultant
- > 2005 Erasmus University Rotterdam, Department of Work and Organizational Psychology, Tutor (2005)

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2006-2011 Local government of Haarlemmermeer, Research team, Senior research consultant

### What is your current employer and job title?

- > University of Amsterdam, Department of Work and Organizational Psychology, Lecturer

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Persisting in achieving your goals;
- > Writing and analytical thinking skills.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

- > It is a requirement for fulfilling the job.

### Research funding

external funding for KLI members

Members of the KLI are consistently successful in attracting external funding in highly competitive (personal) funding schemes at the national and international level. Between 2008-2012 KLI members acquired 44 research grants from NWO and KNAW (Research Talent, Mozaiek, VENI (8), VIDI (2), Merian and Spinoza), and 97 other grants (EU Marie Curie, FP-7, ERC, various science foundations and contract research). On average, 57% of PhD projects are funded by external grants acquired in competition.



Percentage of PhD research projects funded by external grants, acquired in competition



## **Gerben van Kleef**

**PhD thesis: Emotion in social conflict. The inter-personal effects of emotions in negotiations**

**What is, as a full professor, your domain of expertise? What do you study?**

>> I study the social effects of emotions. How do other people respond to the emotions of others? I conduct part of my research in the context of organisational psychological themes, such as negotiations and leadership. My research therefore includes both social and organisational psychology.

Already when I was a PhD student, I conducted research on emotions, and I was able to continue on this path and develop my research on this theme.

block parts of the day and weekends in my schedule, marking them as free time. That helps. Furthermore, when I am on vacation, I don't work at all, not even a quick read in the plane.

**What are the most important characteristics when you want to succeed in science and become a full professor?**

>> First, intrinsic motivation. You need to have a strong drive. Only then you will stay motivated and happy in your job. Another important characteristic is conscientiousness. You

## **“The biggest culprit in this regard is my intrinsic motivation”**

**Professors often work very hard. Do you?**

>> It is always a challenge to find the right balance between work and other aspects of life. During certain periods of time I am indeed working nights and weekends. However, when this continues for too long, it comes at the cost of the pleasure I have in my job. During those periods, I constantly hear a little voice inside my head saying: 'This has to be finished then and then!' The biggest culprit in this regard is my intrinsic motivation: I enjoy many things in my work and don't want to miss out on opportunities. Recently, I started to plan more ahead. I

need to be a good planner, sufficiently accurate, with eye for detail. This is relevant in all stages of the research process, from preparing the materials to reporting the results.

When you accidentally make typographical errors - for instance a wrong mean or p value - warning bells will sound immediately. Reviewers may think that it is a sign of sloppy science or fraud. Luckily, I am rather conscientious. This does implicate, however, that I am also bothered when people are, for instance in papers, sloppy and make mistakes in results sections or do not apply the APA style correctly. Unintentionally, it gives a negative

## interview

impression. A scientist should pay attention to both content and style.

**Now we are talking about fraud, how large was the impact of the Stapel-case on the field?**

>> Very large. People in other scientific fields often hold a negative stereotypical image about social psychologists: they bend the rules. That really hurts me. I try to convince people that this image is not correct.

At the same time, we can learn from the case too. People are correct regarding some aspects. That is, in the past, social psychologists sometimes used too small sample sizes and did not replicate their results.

At present, a lot is done to make the research process more transparent by use of protocols, rules, and agreements. However, important as it is, it also leads to bureaucratization: researchers need, for instance, to complete all kinds of forms. This is at

the expense of research and teaching time. Furthermore, it is questionable whether or not all these measures can stop a person who really wants to engage in fraud.

**Do you have any suggestions for (aspirant) PhD students?**

>> Make sure that you conduct research you find interesting. This might sound as stating the obvious, however, it is not self-evident.

Nowadays, the competition for PhD positions is so intense that people are often happy when they get any position at all, regardless of the exact topic of research. My advice therefore is: if you can, try to take along, within your research topic, your own interests as much as possible.



### PhD thesis

Emotion in social conflict. The interpersonal effects of emotions in negotiations

### Date of public defence

November 26, 2004

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. C.K.W. de Dreu, prof.dr. A.S.R. Manstead

**YEAR**

05

## Elsbeth Steenland



### PhD thesis

Stereotype change: Effects of disconfirming information

### Date of public defence

February 22, 2005

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. R.W. Meertens, dr. W. Koomen



### What was your first employer and job title after completing your PhD?

> In 2005 I completed my thesis. At that time I worked as a program officer at ZonMw (Netherlands Organisation for Health Research and Development ).

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2006-2007      Team manager at the Scientific department of the Netherlands Heart Foundation
- > 2007-2011      I returned to ZonMw where I became a program manager in charge of the Health Care Efficiency Research program with an annual budget of 15 Meuro and approximately 15 employees.
- > In 2011          I voluntarily chose for a sabbatical. I'm an independent worker now. Recently I interviewed principal investigators and policy makers as part of an evaluation of the consortium Quality of Care for the Netherlands Federation of University Medical Centers.

### What is your current employer and job title?

> As of January 1st 2014 I am a member of the Medical Ethical Committee of the Free University Medical Center (VUmc).

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> I work a lot with scientific committees, both chairmen and members and having a similar background makes it easier for me to communicate. From their point of view I'm a better conversational partner.

Apart from that I learned to analyse, not to jump to fast to conclusions, take a short term but also a long term perspective and determine how to get there, step aside now and then and reconsider the matter, never give up, succeed, cooperate with important stakeholders,

and consider implementation of results into practice seriously. Not that I learned all this during my time as a KLI PhD but my PhD time gave me the confidence and intellectual base to further develop these skills during my professional career.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> It helped me with my career. Both ZonMw and the Netherlands Heart Foundation thought it an asset because their committee members, policy makers and other stakeholders positively valued a PhD degree. Becoming a manager was therefore easier for me; they preferred to appoint a Doctor. The fact that I am a Doctor in Psychology was not especially important as I operated mainly in the medical field.

## Tom Frijns



**PhD thesis**

Keeping secrets: Quantity, quality and consequences

**Date of public defence**

February 22, 2005

**University**

VU University Amsterdam

**Current job**

Unknown



## Reint Jan Renes



**PhD thesis**

Sustained volunteerism: Justification, motivation and management

**Date of public defence**

March 1, 2005

**University**

VU University Amsterdam

**Current job**

Lector (Professor Applied Sciences),  
University of Applied Sciences Utrecht





## Annet de Lange



### PhD thesis

What about causality? Examining longitudinal relations between work characteristics and mental health

### Date of public defence

March 31, 2005

### University

Radboud University Nijmegen

### Supervisor(s)

Prof.dr. M.A.J. Kompier, dr. T.W. Taris, dr. I.L.D. Houtman, prof.dr. P.M. Bongers



### What was your first employer and job title after completing your PhD?

> Assistant professor organizational behavior, VU University Amsterdam

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2006 Associate professor Psychology, University of Groningen  
 > 2010-2013 Associate professor Work and health psychology, Radboud University Nijmegen

### What is your current employer and job title?

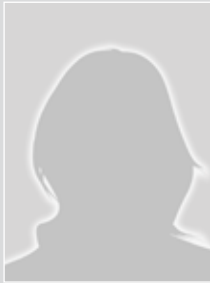
> Lector Human resource management HAN (Hogeschool Arnhem en Nijmegen),  
 > Visiting professor University of Stavanger, Faculty of Social Sciences

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Statistical, methodological and analytic skills;  
 > Endurance to complete your PhD.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> A lot. For the Hogeschool Arnhem en Nijmegen applied research and my methodological background is becoming more and more important in the transition from only an educational institution to a university of applied sciences.

**PhD thesis**

The social psychology of being better off than others

**Date of public defence**

May 27, 2005

**University**

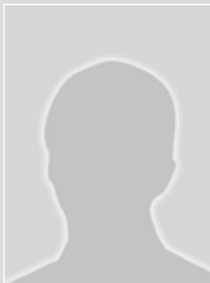
Utrecht University

**Current job**

plv Manager Bedrijfsbureau, Loopbaan en Reïntegratiecoach at Inlichtingenbureau, Career & Kids B.V.



# Ruud Zaalberg

**PhD thesis**

The expression of emotion in social situations. The mediating roles of display rules and social motives

**Date of public defence**

May 18, 2005

**University**

University of Amsterdam

**Current job**

Lecturer at Wageningen University





**Ina Putter**

**General manager of the KLI between 1995 and 2004**

Between 1995 and 2004 Ina Putter was General Manager of the KLI. She was the only one that was appointed for and by the KLI and was, as such, the heart of the organisation.

**What did your work for the KLI entail?**

>> My tasks were very diverse. I coordinated, for example, the courses for the PhD students, I organized the biennial KLI-conference, managed the budget, took care of the general correspondence with the members, made minutes of KLI commission meetings, and supported the scientific director of the KLI. This was all manageable

own graduate school, instead of an interuniversity one. Radboud University Nijmegen then left the KLI, which was very regrettable. At that time, we feared that this would be the beginning of the end of the KLI. Luckily, that did not happen at all. The KLI still exists and appears to be more alive than ever.

**During your position, you have seen PhD students come and go. What did you notice?**

>> The farther students were in their PhD process, the more independent and confident they became. That was wonderful to see. Typical

**“It was a very good spirit; it was like one, big family”**

in a five-day workweek but when I started to work four days, because I had children, it became hard work.

**How was the spirit in the time you worked for the KLI?**

>> It was a very good spirit; it was like one, big family. The researchers affiliated to the KLI often collaborated and during conferences, people enjoyed meeting each other. Towards the end of my time at the KLI, that changed a bit. There were some tensions. That is, a movement arose that universities wanted to establish their

was also that most of the PhD students experienced ups and downs during their research, because, for example, the results of their research were disappointing or because they could not always get along well with their promotor. However, a hard period was usually followed by a period in which things got better. What works very well is when PhD students connect with peers, other PhD students that run into the same issues. Together you can help each other through a difficult period. In my view that is one of the biggest advantages of the KLI for PhD students: as a PhD student you meet peers there.

## interview

**Can you describe a situation that you remember from the time you worked for the KLI?**

>> I remember very well that we stayed at the Apollo hotel with the KLI-board, to prepare the accreditation of the KLI. It was rather stressful: we had to make a good impression at the accreditation panel. At the same time, it was very enjoyable. For example, in order to bring them in good spirits, we took the accreditation committee on a canal trip in Amsterdam in a very classy canal boat. That was a once in a lifetime experience. Eventually, it all worked out very well. The KLI was positively evaluated. Justly, I would say, because the KLI's research was, on the whole, excellent and the education for PhD students became only more professional every year.

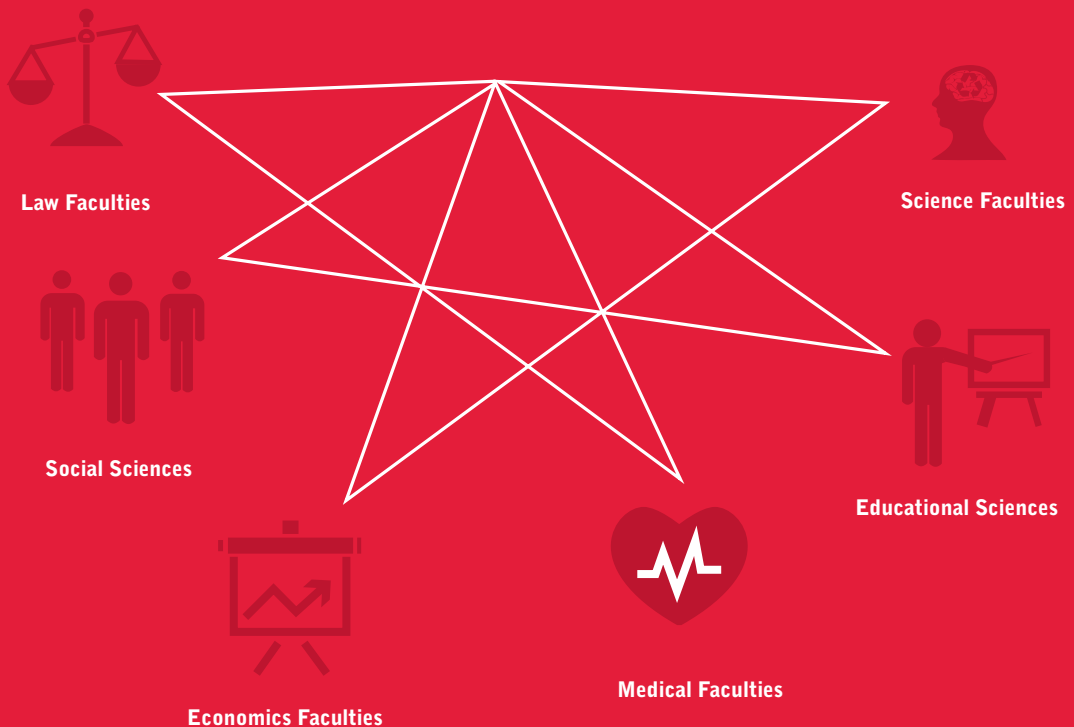
**What did you learn from being coordinator of the KLI?**

>> An awful lot. Particularly, I learned to interact with totally different people, from PhD students to professors. The challenge has always been to reach consensus. I now work as a policy officer research at the Faculty of Economics at the VU University Amsterdam. In part the work I currently do is similar to what I did at the KLI, so my experience from working at the KLI is still useful every day.

**“Together you can help each other through a difficult period. In my view that is one of the biggest advantages of the KLI for PhD students”**

## Cross-disciplinary research participations and collaborations

KLI researchers participate in cross-disciplinary research themes and collaborate with national and international colleagues from other disciplines. These include the social sciences (sociology, political science, educational science), Medical Faculties (on topics in health prevention, work stress), Law Faculties (anti-discrimination law, conceptions of justice), the Humanities (communication, cultural diversity), Economics Faculties (economic decision making, consumer behaviour), and Science Faculties (environmental behaviour).



## Catharine Evers



### PhD thesis

Sex differences in anger expressions.  
The shaping role of social appraisals

### Date of public defence

June 3, 2005

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. A.H. Fischer, prof.dr. A.S.R. Manstead, dr. P.M. Rodriguez Mosquera



### What was your first employer and job title after completing your PhD?

> Université Catholique de Louvain, postdoc

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> Utrecht University, Assistant Professor

### What is your current employer and job title?

> Utrecht University, Assistant Professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Meeting other PhD-students and going through similar phases.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Without I could not have this job!

**PhD thesis**

Emigration and well-being: The role of personality and cultural identity in acculturation

**Date of public defence**

June 16, 2005

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. K.I. van Oudenhoven-van der Zee,  
prof.dr. J.P.L.M. van Oudenhoven

**What was your first employer and job title after completing your PhD?**

> 2006-2009      LTP, research psychologist

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> 2009-current      LTP, business psychologist

**What is your current employer and job title?**

> LTP, business psychologist

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Analytical skills, innovative and creative thinking, giving presentations to a critical audience, writing skills in both Dutch and English, perseverance.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I find that many clients are interested in the title when you present them with a business card; it is a good topic for conversation (people want to know what your research was about). Some clients associate the title with the skills listed in the previous question.



## Ed Sleebos



### PhD thesis

The consequences of perceived intra-group respect: The effects of differential intra-group respect on behavior and cognition

### Date of public defence

July 7, 2005

### University

Leiden University

### Supervisor(s)

Prof.dr. N. Ellemers, dr. D. de Gilder



### What was your first employer and job title after completing your PhD?

> VU University, dept of Organization Sciences, assistant professor

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> Assistant professor, VU University, dept of Organization Sciences

### What is your current employer and job title?

> VU University, dept of Organization Sciences, assistant professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> The meetings with/courses given by full KLI members and visiting scholars.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Essential for being an assistant professor.



## PhD thesis

The social functions of mimicry: On the consequences and qualifiers of facial imitation

## Date of public defence

September 26, 2005

## University

Radboud University Nijmegen

## Supervisor(s)

Prof.dr. R. Vonk



## What was your first employer and job title after completing your PhD?

> Department of Social and Organizational Psychology, Leiden University - assistant professor

## What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2005-2009 I worked at Leiden University
- > 2009-2010 Assistant professor at the department of Social and Organizational Psychology at University Utrecht

## What is your current employer and job title?

> Currently I am working as an assistant professor at the department of Social Psychology of Tilburg University (2010-now).

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> How to present and how to write.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Enabling me to perform this job.

## Jeroen Stouten



### PhD thesis

Virtue summons the fury: Coordination rules and fairness in social dilemmas

### Date of public defence

November 8, 2005

### University

Tilburg University

### Supervisor(s)

Prof.dr. M. Zeelenberg, prof.dr. E. van Dijk,  
dr. D. de Cremer



### What was your first employer and job title after completing your PhD?

> KULeuven, postdoc

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2007-2013 Assistant Professor, KULeuven

> 2013-present Associate Professor, KULeuven

### What is your current employer and job title?

> Associate Professor, KULeuven

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Getting to know a lot of other PhD students, researchers from around the world, writing, statistics, theoretical discussions in the topic groups.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> A requirement for my current job.

**PhD thesis**

Doing things right or doing the right thing:  
A new perspective on the gender gap in career success

**Date of public defence**

November 8, 2005

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. A.H. Fischer, prof.dr. C.K.W. de Dreu,  
dr. A.E.M. van Vianen

**What was your first employer and job title after completing your PhD?**

- > 2005-2012 Assistant professor, Department of Work and Organizational Psychology, University of Amsterdam

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2013-now Assistant Professor, National University of Singapore Business School, Department of Management and Organisation

**What is your current employer and job title?**

- > Assistant Professor, National University of Singapore Business School, Department of Management and Organisation

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Fulbright exchange to US - learned a lot about the US system and got to know a lot of other people in the field. Network is important!

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > Solid theoretical basis.

## Sven Zebel



### PhD thesis

Negative associations: The role of identification in group-based guilt

### Date of public defence

November 15, 2005

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. R. Spears, dr. B. Doosje



### What was your first employer and job title after completing your PhD?

> 2004-2009 UvA, social psychology program: postdoc (on VIDI project of Doosje)

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2008-2010 Policy researcher at Slachtoffer in Beeld - organization that organizes mediation between victims and offenders

> 2009-2010 Policy researcher at Slachtofferhulp Nederland

> 2010-2011 Scientific researcher at WODC

### What is your current employer and job title?

> University of Twente, Psychology of Conflict, Risk and Safety; Assistant Professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Theoretical, methodological and writing skills; knowledge about how to pursue a career in science.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> In non-academic settings: there is a higher regard for you as a researcher; you have added value among practitioners and policy makers in setting up sound research questions and design, and in the interpretation and translation of research findings.

**PhD thesis**

From quantity to quality: Cognitive, motivational and social aspects of creative idea generation and selection

**Date of public defence**

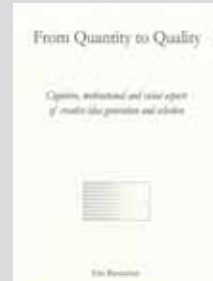
December 6, 2005

**University**

Utrecht University

**Supervisor(s)**

Prof.dr. W. Stroebe, prof.dr. C.K.W. de Dreu, dr. B.A. Nijstad

**What was your first employer and job title after completing your PhD?**

> University of Groningen, assistant professor

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> 2005-today      University of Groningen, assistant professor

**What is your current employer and job title?**

> University of Groningen, assistant professor

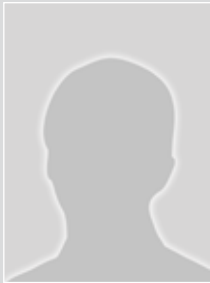
**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> The interest in statistics and research methods I gained from the KLI Statistics and Methodology workshops.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I would not have been able to get or hold this job otherwise.

## Rob Nelissen



### PhD thesis

Guided by reason, struck by emotion: Integrating motivational & expectancy - value accounts of behavior

### Date of public defence

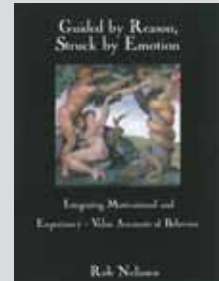
October 28, 2005

### University

Maastricht University

### Current job

Assistant Professor at Tilburg University



## Floor Rink



### PhD thesis

Diversity and small group decision making: Towards a social identity framework for studying the effects of task-related differences on dyads and groups

### Date of public defence

November 10, 2005

### University

Leiden University

### Current job

Associate Professor at RuG, HRM&OB



## Emely de Vet



### PhD thesis

Testing the transtheoretical model: Validity and applicability for fruit intake

### Date of public defence

December 16, 2005

### University

Maastricht University

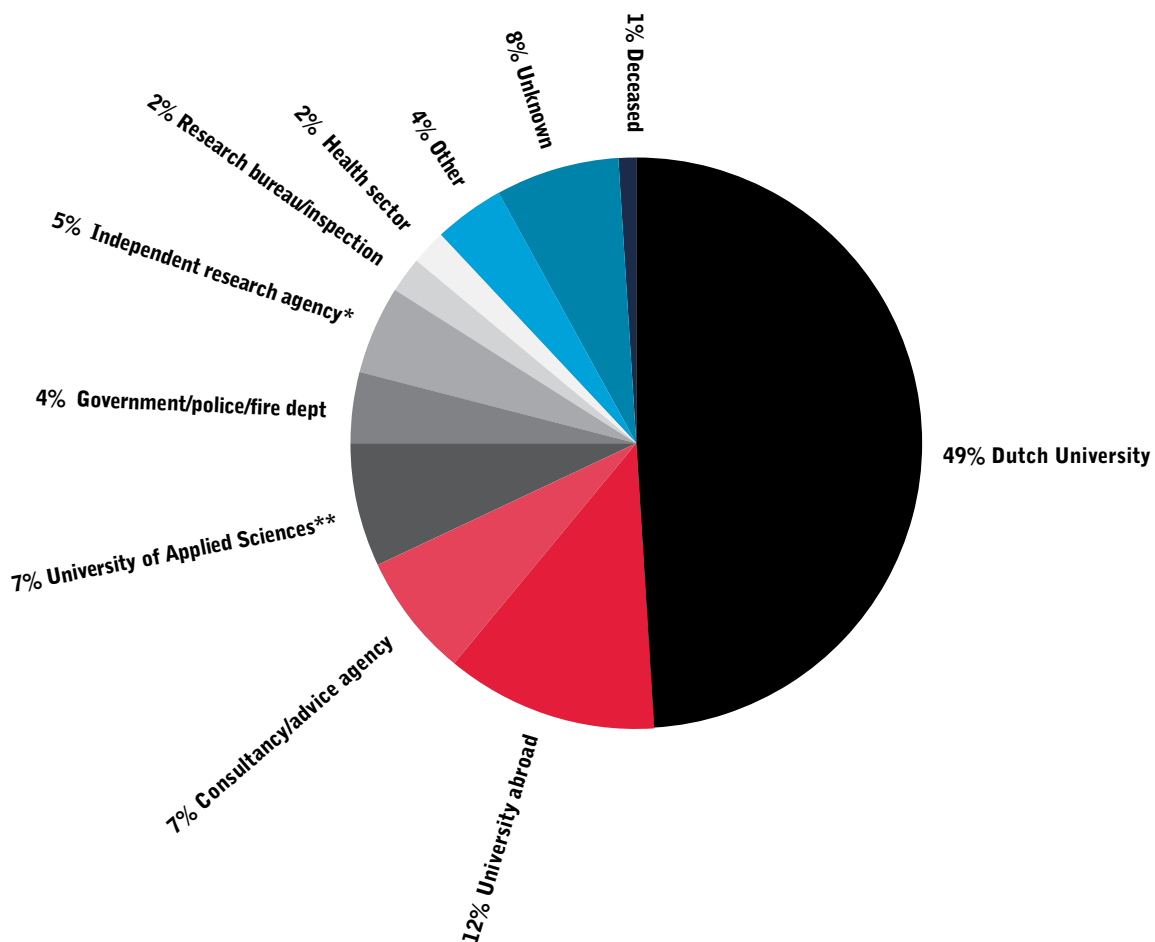
### Current job

Associate Professor Health Communication at Wageningen UR



## Current employer

total 246 alumni



\* ECN, NIVEL, OECD (France), Rathenau, TNO, WODC, WRR

\*\* Hogeschool





## **Wies Dinsbach**

**PhD thesis: Socialization in the workplace:  
A focus on migrant groups**

**You work as a project manager for the Anne Frank house. What does this job entail?**

>> I work at the department Educational projects. We develop educational products such as training sessions, reading materials, short educational films and serious games, to convey the mission of the Anne Frank House. Stated differently, on the basis of the story of Anne Frank's life, we aim to make people aware of the dangers of discrimination and stereotyping, and the importance of freedom, democracy and equal rights.

For example, we organize workshops for police officers about ethnic profil-

>> I find it fascinating that we live in a society where people from so many different cultures live together. Questions like: 'How do people deal with emigration to another country?' and 'How does it feel to be part of a minority?' appeal to me.

However, I wanted to do more than conducting research on it and writing down the results, as I did during my days as a PhD student. I wanted to be involved with the practicalities of the issue. Making a difference, while being a part of society. In that sense, I am an idealist. That does not mean that I don't value science, in contrast.

On a daily basis I make use of several

## “In that sense, I am an idealist”

ing, the phenomenon that with proactive surveillance often non-white people are being inspected. We invite researchers to tell about this phenomenon and we work with the officers to explain the issue, and discuss with them what to do about it. As such, we translate scientific findings into practice; in this example, into a police officer's practice.

**Your dissertation was about migrant groups, a topic that has a strong connection with your current profession. What do you find so interesting about the topic of 'minorities'?**

social-psychological theories in my work, such as the social identity theory and the theory of human needs.

Furthermore, in my work I regularly communicate and collaborate with scientists from the university. Recently, for example, together with scientists from the department of Clinical Psychology of the Free University of Amsterdam, we deepened ourselves in the question: 'What to say to somebody who makes a discriminating remark?' and developed a communication training.

## interview

**Nowadays, the issue 'multicultural society' is a 'hot' topic. Was this also the case when you were a PhD student (2000-2005)?**

>> I just started as a PhD student when the issue became topical. I quickly noticed that it was a sensitive issue. For example, at a certain point I was being interviewed about my research by a journalist of the Volks-

krant. At that same time there was also a change of chief editors. The new chief editor did not have the courage to publish the article, so it never got published.

I think that there is more openness about these issues now, also because

**“Apparently, unequal treatment of people of different race in the workplace was a too delicate topic at that time”**

place was a too delicate topic at that time. I also noticed this in one of the organisations where I collected data. When they did not recognize themselves in the results, they abruptly cut off the collaboration, without wanting a discussion or a further explanation of the results.

I think that there is more openness about these issues now, also because

there are so many online media available. When the Volkskrant does not publish certain information, an online newspaper or a blogger will.



### PhD thesis

Socialization in the workplace: A focus on migrant groups

### Date of public defence

March 18, 2005

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. H. van der Flier, dr. J.A. Feij

**YEAR**

**06**

## Maria Dijkstra



### PhD thesis

Conflict at work and individual well-being

### Date of public defence

January 19, 2006

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. C.K.W. de Dreu, dr. D. van Dieren-  
donck, dr. A.V.A.M. Evers



### What was your first employer and job title after completing your PhD?

> Erasmus University Rotterdam, Dept. Organisation & Personnel Management - assistant professor

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> Vu University Amsterdam, Dept of Organization sciences - assistant professor

### What is your current employer and job title?

> Idem.

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Writing skills and skills concerning statistical analyses, however, far more important: based on my experiences during my PhD project I have developed the insight (as well as coping skills to deal with this insight) that in order to survive in academia you have to be able to cope with rejection and with the temptation to go along with those who have more power based on expertise and/or position.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Since being a doctor is the minimum requirement for my current job, the value of my PhD status is relatively (very) small. However, I am proud to have completed an interesting though trying job!

**PhD thesis**

Siding in a conflict in China and in the Netherlands

**Date of public defence**

April 27, 2006

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. E. van de Vliert, prof.dr. Kan Shi

**What was your first employer and job title after completing your PhD?**

> University of Twente, UD

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> Birkbeck, University of London, UK; Lecturer

**What is your current employer and job title?**

> Birkbeck, University of London, UK; Lecturer

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Research design and data analysis; Seminars organized by KLI were also very useful to get to know experts in the field. It was pity that I did not use those opportunities to build my professional network.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> PhD training and title opened the academic world to me.

## Ruud Custers



### PhD thesis

On the underlying mechanisms of non-conscious goal pursuit

### Date of public defence

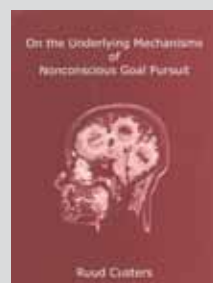
February 24, 2006

### University

Utrecht University

### Current job

Senior Lecturer, University College London



## Ellen Dreezens



### PhD thesis

The missing link: the relationship between values and attitudes

### Date of public defence

May 19, 2006

### University

Maastricht University

### Current job

Unknown



## Tomas Ståhl



### PhD thesis

Determinants of fairness-based and favorability-based reactions to authorities' decisions

### Date of public defence

June 1, 2006

### University

Leiden University

### Current job

Visiting Assistant Professor, University of Illinois at Chicago



**PhD thesis**

The self in social comparison

**Date of public defence**

June 15, 2006

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. D.A. Stapel

**What was your first employer and job title after completing your PhD?**

> Tilburg University, Assistant Professor

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2008-2010      Wageningen University, Assistant Professor
- > 2010-2012      Voedingscentrum (Dutch Nutrition Centre), Behavioral change expert and senior communication advisor
- > 2012            Utrecht University of Applied Sciences, Senior researcher and 'Hogeschoolhoofddocent' (Associate professor)

**What is your current employer and job title?**

> None, maternity leave, and after this I would like to follow a new education to become a GZ-Psychologist (the fraud of my promotor has very strongly and negatively affected my cv and my motivation to pursue a career in social psychology and academia).

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Analytical mindset, the knowledge I acquired in my areas of expertise.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I get the feeling people take you more serious (also in areas that are not my expertise), because the title gives the impression that you're very knowledgeable and intelligent. I'm not sure this is on a warranted and objective base, but it definitely is an advantage.



## Astrid Homan



### PhD thesis

Harvesting the value in diversity: Examining the effects of diversity beliefs, cross-categorization, and superordinate identities on the functioning of diverse work groups

### Date of public defence

July 5, 2006

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. C.K.W. de Dreu, prof.dr. D. van Knippenberg



### What was your first employer and job title after completing your PhD?

- > 2005-2008 Assistant Professor (UD), Leiden University - Institute for Psychological Research, The Netherlands - Social and Organizational Psychology

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 200-2007 Visiting Professor, University of California, Berkeley, USA - Haas School of Business
- > 2008-2012 Assistant Professor (UD), VU University, Amsterdam, The Netherlands Social and Organizational Psychology
- > 2012-present Assistant Professor (UD) tenured, University of Amsterdam, The Netherlands - Work and Organizational Psychology

### What is your current employer and job title?

- > 2012-present Assistant Professor (UD) tenured, University of Amsterdam, The Netherlands - Work and Organizational Psychology

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Writing, reviewing, networking;
- > The general experience in doing research, data analysis.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

- > It's a prerequisite for working as an assistant professor at a university.

**PhD thesis**

Inferior or superior: Social comparison in Dutch and Spanish organizations

**Date of public defence**

September 7, 2006

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. A.P. Buunk, prof.dr. J.M. Peiro, dr. A. Dijkstra

**What was your first employer and job title after completing your PhD?**

- > Consultant in a Human Resource Management Organization

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2006-2007 Consultant in a Human Resource Management Organization
- > 2007-2009 Professional Career Counsellor. OPAL-University of Valencia
- > 2008-2009 Lecturer at the Department of Social Psychology. University of Valencia.
- > 2009-2012 Assistant Professor at the Department of Research Methods and Education. Faculty of Philosophy and Educational Sciences. University of Valencia.
- > 2012-now Associate Professor at the Department of Research Methods and Education. Faculty of Philosophy and Educational Sciences. University of Valencia.

**What is your current employer and job title?**

- > Associate Professor at the Department of Research Methods and Education. Faculty of Philosophy and Educational Sciences. University of Valencia.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Research skills: statistics, how to publish, write research proposals for funding, specialize in transversal topics in Psychology and Education;
- > Networking;
- > International atmosphere.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > Career development in professional and academia areas.

## Martijn van Zomeren



### PhD thesis

Social-psychological paths to protest:  
An integrative perspective

### Date of public defence

October 17, 2006

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. R. Spears, prof.dr. A. H. Fischer



### What was your first employer and job title after completing your PhD?

> VU University Amsterdam, assistant professor

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> University of Groningen, assistant and thereafter associate professor

### What is your current employer and job title?

> University of Groningen, associate professor

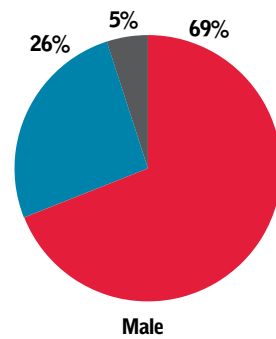
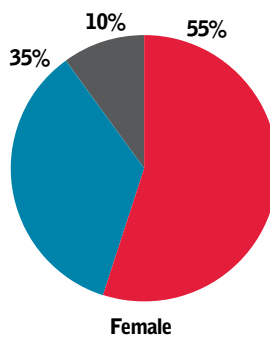
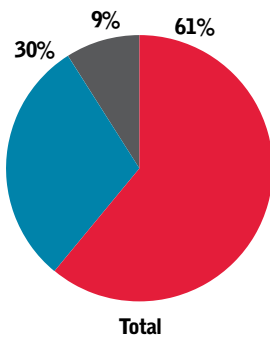
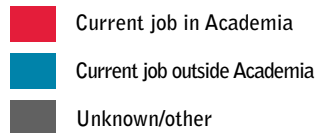
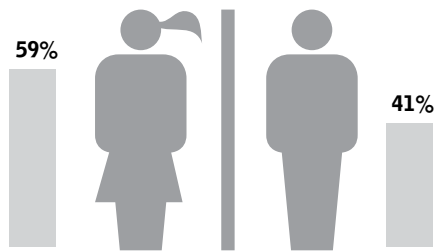
### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Research, presentation and writing skills.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Required for an academic.

## Current job by gender





**Jacqueliën van Stekelenburg**

**PhD thesis: Promoting or preventing social change.  
Instrumentality, identity, ideology and groupbased  
anger as motives of protest participation**

**You work as an Associate Professor (UHD1). What do you study in that position?**

>> I conduct research on protest. For example, within the context of a NWO project, we examined 90 demonstrations in nine countries. We attended them and interviewed participants and organizers. Altogether, we spoke to about 18,000 respondents, so we have a fantastic data set!

**Were you always pursuing a career in science?**

>> In 1998 I attended the defence of Daniel Wigboldus. That was when

three questions about the demonstration they had organized, being: who is participating, why and how are these people mobilized? During the workshop we then presented our own research findings on these questions.

The organizers received, in a sense, 'feedback' on their own perceptions regarding the demonstrations they had organized. This resulted in interesting insights. The unions, for example, learned that particularly union members (89%) participated in their demonstrations, much more than they expected. That is helpful for an organizer. They now know, for example, that if they want to organize a larger demonstration they should in-

## **“That was when I realized: I want to do that too!”**

I realized: 'I want to do that too!'. I did, however, felt the need to conduct research that was really useful to society. I find valorization and the dissemination of knowledge important.

For example, I am in TV shows regularly, and we organize workshops for several target groups. We have invited, for instance, the organizers of 13 demonstrations in the Netherlands we had previously studied. Think of organisations such as Greenpeace, unions, and political parties like the SP and GroenLinks. Prior to the workshop we asked them to answer

vest particularly in attempts to reach non-members.

**During your time as a PhD student, you had two young children. What was it like to combine a young family and a PhD project?**

>> It was a perfect time to have children! The most intense ages of the children coincided with the PhD project. The advantage of a PhD project is that you have only one project on your mind. Although there is a small interruption when you are on mater-

## interview

nity leave, you easily continue afterwards.

For me, my PhD period even was one of the calmest periods in my career. When a PhD student now announces to me that she is pregnant, I say:

**You work hard, just about 60 or 70 hours a week, and that combined with raising children. How do you keep going?**

>> The recipe is very simple. Every day I enjoy going to my work. I always

**“I always say to people: 'I have the best job in the world!' ”**

'Well done! Good timing!'. After my defence, however, work pressure increased much and I often worked evenings and nights. That way I could welcome the children home after school. Luckily, that was all possible: my job is flexible. The children are already 13 and 17, so they are very independent now.

say to people: 'I have the best job in the world!'. That gives me all the energy I need.



### PhD thesis

Promoting or preventing social change. Instrumentality, identity, ideology and groupbased anger as motives of protest participation

### Date of public defence

May 23, 2006

### University

VU University Amsterdam

### Supervisor(s)

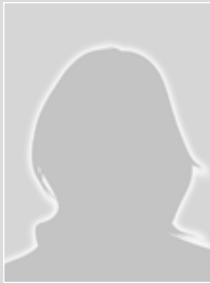
Prof.dr. B.G. Klandermans, dr. W.W. van Dijk

**YEAR**

**07**



## Saskia Schalk Soekar



### PhD thesis

Multiculturalism: A stable concept with many ideological and political aspects

### Date of public defence

January 12, 2007

### University

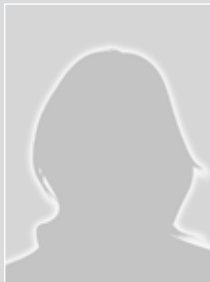
Tilburg University

### Current job

Unknown

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image  
available

## Helma van den Berg



### PhD thesis

Feeling and thinking in attitudes

### Date of public defence

January 19, 2007

### University

University of Amsterdam

### Current job

Scientific research psychologist and consultant at TNO-Human Behavior and Organizational Innovations.



**PhD thesis**

When the going gets tough... How action versus state orientation moderates the impact of situational demands on cognition, affect, and behavior

**Date of public defence**

February 2, 2007

**University**

VU University Amsterdam

**Supervisor(s)**

Prof.dr. G.R. Semin, dr. S.L. Koole

**What was your first employer and job title after completing your PhD?**

> VU University Amsterdam, post-doc

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> University of Amsterdam, Assistant Professor

**What is your current employer and job title?**

> University of Amsterdam, Assistant Professor

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> How to do psychological research.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I would not have this job without a PhD.

## Belle Derks



### PhD thesis

Social identity threat and performance motivation: The interplay between ingroup and outgroup domains

### Date of public defence

February 22, 2007

### University

Leiden University

### Supervisor(s)

Prof.dr. N. Ellemers, dr. C. van Laar



### What was your first employer and job title after completing your PhD?

> Leiden University, assistant professor

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2006-2013 Assistant professor, Leiden University

> 2013-present Associate professor, Leiden University

### What is your current employer and job title?

> Leiden University, Associate professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> One of the most useful experiences as a KLI PhD student for me was the opportunity to take theoretical courses with international guests on topics that were very different from my own. Broadening my knowledge and seeing the connections with my own research interests, allowed me to look further than my own PhD project and become more creative in my thinking. In the end, one's PhD project is a very strange time in which you focus on just one project, which you rarely do after you have obtained your PhD. Through the KLI courses I met inspiring researchers who motivated me to think outside my project.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> After having proven your worth in a PhD project, receiving your doctorate is a license to start developing and pursuing all the research lines that you want, regardless of whether others are immediately persuaded by their interest value. This freedom to pursue one's intellectual interests is something that you don't find in many jobs.

**PhD thesis**

Motivation matters: Motivated information processing in group and individual decision-making

**Date of public defence**

April 20, 2007

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. C.K.W. de Dreu, prof.dr. D. van Knippenberg, dr. B.A. Nijstad

**What was your first employer and job title after completing your PhD?**

> Regionals brandweer Amsterdam en omstreken (now Brandweer Amsterdam-Amsteland)

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> Same employer, different jobs.

**What is your current employer and job title?**

> Same employer, current job is policy advisor and project leader.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> In my job not so much in a formal way, but I have experienced that my analytical skills have added value. I do some research, mainly in the concept stage and using results. Field work mostly done by third parties.

## Clemens Wenneker


**PhD thesis**

Processes underlying biased language use

**Date of public defence**

May 25, 2007

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. R. Spears, prof.dr. D.H.J. Wigboldus


**What was your first employer and job title after completing your PhD?**

> Dienst Onderzoek en Statistiek Amsterdam, researcher

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> See below.

**What is your current employer and job title?**

> Dienst Onderzoek en Statistiek Amsterdam, researcher + exploring something completely different...

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> The whole experience, I guess. Difficult to name something specific.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> A lot, wouldn't have missed it for the world... :-)

**PhD thesis**

Ambivalence: on the how and when of attitudinal conflict

**Date of public defence**

May 10, 2007

**University**

University of Amsterdam

**Current job**

Coordinator/lecturer master program Health Behavior, University of Amsterdam



## Debra Trampe

**PhD thesis**

Social influence: Social comparison, construal, and persuasion processes

**Date of public defence**

June 7, 2007

**University**

University of Groningen

**Current job**

Assistant Professor, University of Groningen, FEB, Marketing



## Sei Jin Ko


**PhD thesis**

what the voice reveals

**Date of public defence**

June 11, 2007

**University**

University of Groningen

**Current job**

Unknown

no cover  
image  
available

## Hugo Alberts


**PhD thesis**

Carrying on or giving in: Processes of self-control and ego depletion

**Date of public defence**

June 12, 2007

**University**

Maastricht University

**Current job**

Assistant Professor at Maastricht University  
Owner, Trainer, Coach, Supervisor at Mindfulness extended



## Arnaud Wisman


**PhD thesis**

New directions in terror management theory

**Date of public defence**

September 5, 2007

**University**

VU University Amsterdam

**Current job**

Lecturer in Psychology at University of Kent

no cover  
image  
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**PhD thesis**

I know what they think about us: Metaperceptions and intergroup relations

**Date of public defence**

September 27, 2007

**University**

University of Groningen

**Current job**

Lecturer at Hanzehogeschool Groningen



# Loran Nordgren

**PhD thesis**

Thinking about feeling: The nature and significance of the hot/cold empathy gap

**Date of public defence**

October 5, 2007

**University**

University of Amsterdam

**Current job**

Associate Professor at Kellogg School of Management





## Erik de Kwaadsteniet


**PhD thesis**

Uncertainty in social dilemmas

**Date of public defence**

October 9, 2007

**University**

Leiden University

**Supervisor(s)**

Prof.dr. E. van Dijk, dr. A.P. Wit, dr. D. de Cremer


**What was your first employer and job title after completing your PhD?**

> Leiden University, Social and Organizational Psychology, Assistant Professor

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> I'm still at Leiden University, and still Assistant Professor. So, I've had the same job for more than 6 years now.

**What is your current employer and job title?**

> See previous question.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> The most useful thing I learned is how important it is to discuss your research ideas and findings with others, and how valuable it is to receive and give feedback.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> Well, I couldn't have gotten the job I have now if I wouldn't have had a PhD, so in that way I needed this 'status' to get where I am now. However, I believe that what you learn from obtaining a PhD (including the KLI workshops and conferences) is more important than the 'status' that comes with it.

**PhD thesis**

Making errors worthwhile: Determinants of constructive error handling

**Date of public defence**

October 24, 2007

**University**

VU University Amsterdam

**Supervisor(s)**

Prof.dr. P.L. Koopman, prof.dr. T. Elfring, dr. C. van Dyck, dr. D. de Gilder

**What was your first employer and job title after completing your PhD?**

> VU University, Lecturer (Docent)

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> 2008-2013 Detective C, Police Department, Unit North-Holland North

**What is your current employer and job title?**

> 2013-present Criminal investigation psychologist, Police Department, Unit North-Holland

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> The development of my level of working and thinking.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I have the impression that the title in itself opens doors that otherwise would remain closed.

## Unna Danner



### PhD thesis

By force of habit: On the formation and maintenance of goal-directed habits

### Date of public defence

November 2, 2007

### University

Utrecht University

### Supervisor(s)

Prof.dr. H. Aarts, prof.dr. N. de Vries



### What was your first employer and job title after completing your PhD?

> My first employer was Altrecht Eating Disorders Rintveld (.8 fte) in collaboration with Clinical and Health Psychology, Utrecht University (.2 fte). I worked as a Postdoc Researcher.

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2010-now      Senior Researcher at Altrecht Eating Disorders Rintveld (fulltime)

### What is your current employer and job title?

> See previous question.

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> I think almost all research skills I acquired. In particular, how to review and write papers, and fundamental knowledge I acquired as part of my thesis topic. All very relevant for my current work as a researcher.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> I now work as a Senior Researcher focusing on cognitive psychological processes underlying abnormal eating behavior of patients with eating disorders. The added value is obvious.



## PhD thesis

The social psychology of gender differences and procedural justice in close relationships

## Date of public defence

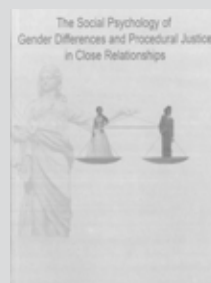
November 16, 2007

## University

Utrecht University

## Supervisor(s)

Prof.dr. K. van den Bos, dr. E.S. Kluwer



## What was your first employer and job title after completing your PhD?

> 2007-2009      Research and Documentation Centre (Ministry of Justice) - Researcher

## What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2009-2011      Ministry of Interior and Kingdom Relationships - Research consultant

> 2011-present      Research and Documentation Centre (Ministry of Security and Justice)  
- Research consultant

## What is your current employer and job title?

> Research and Documentation Centre - Research consultant

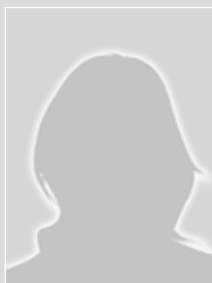
## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Knowledge how to conduct a scientific research, being critical and having a network of researchers.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Policy makers and researchers value my opinion concerning scientific research because of my Doctor's title.

## Hanneke Kooij-de Bode



### PhD thesis

Distributed information and group decision making: Effects of diversity and affect

### Date of public defence

November 2, 2007

### University

Erasmus University Rotterdam

### Current job

Unknown



## Elianne van Steenbergen



### PhD thesis

Work-family facilitation: A positive psychological perspective on role combination

### Date of public defence

November 28, 2007

### University

Leiden University

### Current job

Assistant Professor A&O psychology, Utrecht University



## Wokje Abrahamse



### PhD thesis

Energy conservation through behavioral change: Examining the effectiveness of a tailor-made approach

### Date of public defence

December 6, 2007

### University

University of Groningen

### Current job

Lecturer Environmental Studies at Victoria University of Wellington, School of Geography, Environment and Earth Sciences, New Zealand



**PhD thesis**

Crossing borders with personnel selection from expatriates to multicultural teams

**Date of public defence**

December 6, 2007

**University**

Erasmus University Rotterdam

**Supervisor(s)**

Prof.dr. H.T. van der Molen, prof.dr. M.Ph. Born, dr. M.E. Willemsen

**What was your first employer and job title after completing your PhD?**

> University of Amsterdam: Assistant Professor in Organizational Behavior

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> None.

**What is your current employer and job title?**

> Same as 1.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Presentation skills and research methods skills.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> A PhD is a prerequisite for my current job.



## **Karin Bongers**

**PhD thesis: You can't always get what you want!  
Consequences of success and failure to attain  
unconscious goals**

**You work at the CCV (the Dutch Centre for Crime Prevention and Safety; [www.hetccv.nl](http://www.hetccv.nl)) as an expert in compliance behaviour and behavioural change. What does your job entail?**

>> The department I work at functions as a bridge between science and policy in the domain of enforcement and supervision. We focus on organisations in the public domain that are committed to social safety and quality of life, such as law enforcement, municipalities, inspection services, and other control authorities. We provide these organisations with scientifically-based tools to model safety policies and make them more effective. For

>> Recently, we ran a couple of pilot studies. With these pilot studies we tested newly created measures in practice. For example, we assessed how to decrease perceived nuisance in a neighbourhood by use of communication. One district received certain information (experimental group) that was not provided to the neighbouring district (control group). Perceived nuisance was measured both before the intervention as well after the intervention.

These types of pilots are very interesting, but rarely conclusive. When you take a critical view, the role of the control group can be called into question. For example, is the neighbouring

## “Enjoy it as much as you can!”

example, we have developed a tool that helps organisations map target groups for their safety policies, and we organize Master classes, for instance about compliance communication and behavioural influence. It is all about questions such as: why do people comply with certain rules or not and how can you adjust your policies accordingly? How can you influence people to make them, ideally, comply with rules on their own?

district, on important variables, really comparable to the district that got the information?

In practice it is often extremely difficult to create an experimental design. Usually, it is not being done therefore; instead, often is relied on quasi-experimental research or qualitative research consisting, for example, of post-intervention interviews about perceived nuisance or safety.

**I understand that you, in your position, also conduct research. Can you tell me something about that research?**



## interview

### How do the results of studies at the CCV get disseminated?

>> At the university the publication process always took a very long time. When research revealed something interesting you sent it to a scientific journal. Months later you received a reply, and, if the article was going to be published at all, it took so long that you already were involved with other research or themes. As a consequence I did not experience scientific publishing as very rewarding.

Now, the process goes much faster. Besides in a research report, the results of, for instance, pilots are published in newsletters, the e-magazine Toezine, or the magazine Secondant. This way the results find their way to a broader audience, such as employees of ministries and control authorities.

However, I had to learn to write from the perspective of the target group. In the beginning I wrote too precisely and boring. The communica-

tion department once told me: 'This way, people are going to turn off after reading one sentence...' Now I first ask myself: 'For whom am I writing this? What is my goal for this target group? What is my message?'. That way, people are captured and the message gets through more powerfully.

### How do you look back on your time as a PhD student?

>> I had a great time. I was able to share many things with a group of peers: everybody ran into the same issues during their PhD projects. I also felt challenged intellectually and during conferences and summer schools, a world of possibilities opened up to me. Therefore, I would say to anyone who is doing a PhD project, or wants to start one: Enjoy it as much as you can!



#### PhD thesis

You can't always get what you want! Consequences of success and failure to attain unconscious goals

#### Date of public defence

March 22, 2007

#### University

University of Amsterdam

#### Supervisor(s)

Prof.dr. A.J. Dijksterhuis, prof.dr. R. Spears

**YEAR** 08

## Marijke van Putten


**PhD thesis**

Dealing with missed opportunities. The causes and boundary conditions of inaction inertia

**Date of public defence**

January 15, 2008

**University**

Tilburg University

**Current job**

Assistant professor in Social Psychology,  
Leiden University



## Marcus Maringer


**PhD thesis**

Feeling one thing, seeing another: Emotion comparison effects in person judgment

**Date of public defence**

January 17, 2008

**University**

University of Groningen

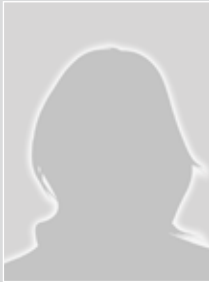
**Current job**

Unknown

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image  
available

## Frederike Zwenk

167



### **PhD thesis**

Voice by representation

### **Date of public defence**

January 18, 2008

### **University**

VU University Amsterdam

### **Current job**

Senior policy advisor at Impact - Expertise  
centre Psychosocial care critical incidents



## Joris Lammers



### **PhD thesis**

Toward a more social social psychology of  
power

### **Date of public defence**

January 31, 2008

### **University**

University of Groningen

### **Current job**

Assistant Professor at University of  
Cologne



## Margreet Reitsma van Rooijen



### PhD thesis

The impact of linguistically biased messages on involved receivers

### Date of public defence

February 14, 2008

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. G.R. Semin, dr. E. van Leeuwen



### What was your first employer and job title after completing your PhD?

> NIVEL (Netherlands institute for health services research)

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> I'm still working at the NIVEL.

### What is your current employer and job title?

> NIVEL, researcher (currently I'm coordinating the Health Care Consumer Panel).

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> A lot, of which the most important is: I learned how to do research.

## Marjolein Maas

169



### PhD thesis

Experiential social justice judgment processes

### Date of public defence

February 1, 2008

### University

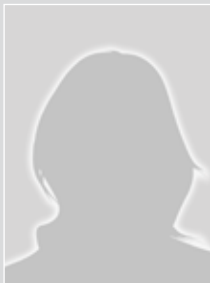
Utrecht University

### Current job

Deputy Manager at No Second Night Out - Broadway homelessness and support



## Hanneke Heinsman



### PhD thesis

The competency concept revealed: Its nature, relevance, and practice

### Date of public defence

February 29, 2008

### University

VU University Amsterdam

### Current job

Unknown



## Arne van den Bos



### PhD thesis

Why we stereotype influences how we stereotype: self-enhancement and comprehension effects on social perception

### Date of public defence

March 13, 2008

### University

University of Groningen

### Current job

Lecturer/researcher at Hanze University Groningen



# Daniel Fockenberg



## PhD thesis

Between good and evil: Affective priming in dynamic context

## Date of public defence

March 14, 2008

## University

VU University Amsterdam

## Supervisor(s)

Prof.dr. G.R. Semin



## What was your first employer and job title after completing your PhD?

> 2007-2009 University of Birmingham, UK: Research Assistant

## What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2009-2010 Albert-Ludwigs-Universität Freiburg, Germany: Post-Doc
- > 2011-today VU University Amsterdam, Free Research Associate
- > 2012-today LVR Klinik Bedburg-Hau, Germany: Therapist

## What is your current employer and job title?

> LVR Klinik Bedburg-Hau, Germany: Therapist

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Integrative thinking;
- > Frustration tolerance;
- > Communication skills.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Possibility to apply for certain jobs; reputation in non-academic areas.

## Lidewij Niezink

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### PhD thesis

Considering others in need, on altruism, empathy and perspective taking

### Date of public defence

March 27, 2008

### University

University of Groningen

### Current job

Lecturer/researcher at Hanze University Groningen



## Aad Oosterhof



### PhD thesis

Better together: Antecedents and consequences of perceived expertise dissimilarity and perceived expertise complementarity in teams

### Date of public defence

April 17, 2008

### University

University of Groningen

### Current job

Owner, Management Consultant at Van Kessel & Oosterhof Management Consultants



## Maike Wehrens



### PhD thesis

How did YOU do? Social comparison in secondary education

### Date of public defence

April 28, 2008

### University

University of Groningen

### Current job

Coordinator at RuG, Graduate School of Behavioural and Social Sciences







## **Marcello Gallucci**

**Professor at the Department of Psychology at the University of Milan. For 11 years now he gives Methodological Seminars to KLI-students.**

Marcello Gallucci is currently professor at the Department of Psychology at the University of Milan. Already for 11 years now he gives Methodological Seminars to KLI students. His courses are considered 'classics' and are so popular that some PhD students even attend them twice.

## **What is your field of expertise? What are your research topics?**

>> I have specialized in methodology. As a methodologist I am involved in very different research projects, varying from research on neuroscience, emotions to clinical psychological topics. In these projects I am usually responsible for the statistical part.

Amsterdam, a town that, when I came there as a post-doc was very welcoming to me.

## **What is your impression of the KLI?**

>> I always have a good feeling with the KLI and find it to be very well organized. I find it an excellent reference point, both for Dutch KLI students as well as for teachers, such as myself. If I have questions I know whom to call and always receive a swift response. In Italy universities have their own graduate schools; there is no organisation such as the KLI. That doesn't mean that PhD students from different universities

## **“PhD students are a very motivated and eager audience to teach ”**

## **How did you end up giving seminars to PhD students of the KLI?**

>> I worked for six years at the Free University of Amsterdam as a post-doc. I then was asked to give Methodological courses for the KLI, something I do now for 11 years. I really like that, among other things, because PhD students are a very motivated and eager audience to teach. In contrast to other psychologists who often wonder why they need statistics at all, PhD students know that they will use these statistics for their own research. I also like giving these courses because they are a nice excuse to visit

never meet. They do so, for instance, in summerschools or courses that are organized for PhD students from all over Italy. However, this is more incidental in nature whereas, in contrast, the KLI functions more organized and shows more leadership to its' students.

## **Is there a difference between the PhD tracks in Italy and Holland?**

>> In Italy, during their first year, PhD students have the opportunity to orient themselves and select a topic for their research they are interested in. In The Netherlands, usually, stu-

## interview

dents start in a project that has already a clear focus. Both have advantages and disadvantages.

In Italy PhD students have more freedom, but run the risk of drowning in it. On the other hand, they get to pick a topic they are personally interested in which makes it easier to keep motivated. However, when you, from the start, have a clear focus, you can start right away with your research and start writing.

there was a strong pressure to publish whereas the quality of the research was less of an issue. Nowadays the quality of research is much more salient, and people realize that publishing is wonderful but only when the research is of sufficient quality.

The other way around, Italian PhD students may learn that they need to focus and produce, although in Italy, the recent years PhD students are also pressured more to write papers

### **“It is very useful to have a broader view on research and the topics you are studying”**

**What can Dutch PhD students learn from Italian PhD students and vice versa?**

>> Dutch PhD students can learn from Italian PhD students not to become too much of a specialist. It is very useful to have a broader view on research and the topics you are studying. They may also learn to relax a little bit with regard to publishing. The last couple of years I already saw somewhat of change in Dutch PhD students in this regard. Ten years ago

for scientific journals. In that regard there is little difference anymore between Dutch and Italian PhD students.

## PhD productivity

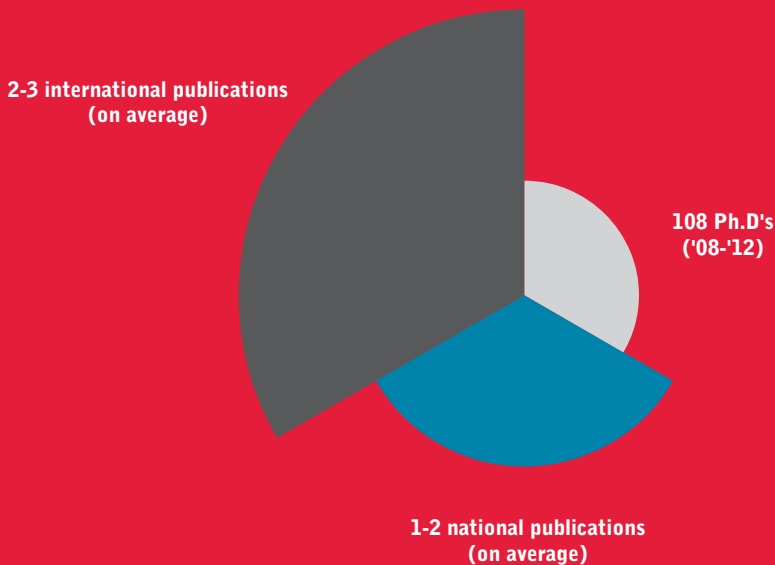
publications and awards

### Publications

Between 2008 and 2012, 108 KLI PhD's completed their thesis. On average, they had realized 1-2 national and 2-3 international (in press) publications by the time they completed their thesis. In the years 2011 and 2012 alone, 141 publications were first-authored by PhD's, many of which were published in top-level journals in the field.

### Awards

Between 2008 and 2012, KLI PhD's have won best paper awards, best conference presentation awards, student paper awards, and dissertation awards from the Association of Social Psychological Researchers (ASPO), the Society for Experimental Social Psychology (SESP), the American Psychological Association (APA), the Academy of Management (AOM), the International Association of Conflict Management (IACM) and the Journal of Organisational Behaviour.



## Femke ten Velden



### PhD thesis

Negotiation in dyads and groups: The effects of social and epistemic motives

### Date of public defence

April 18, 2008

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. C.K.W. de Dreu, dr. B. Beersma



### What was your first employer and job title after completing your PhD?

> UvA, Assistant Professor at the department of Psychology

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> UvA, Assistant Professor at the department of Psychology

### What is your current employer and job title?

> UvA, Assistant Professor at the department of Psychology

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Designing research;
- > Programming experiments;
- > Analysing data;
- > Writing research papers.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Being a Doctor in Psychology is a requirement in my current job.



## PhD thesis

Making diversity bloom: Coping effectively with cultural differences at work

## Date of public defence

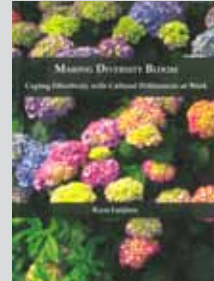
May 29, 2008

## University

University of Groningen

## Supervisor(s)

Prof.dr. K.I. van Oudenhoven-van der Zee,  
dr. S. Otten



## What was your first employer and job title after completing your PhD?

> University of Groningen, researcher

## What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2010 University of Groningen, academic advisor

> 2011-2013 Researcher/consultant, TNO, Sustainable productivity and employability

## What is your current employer and job title?

> UMCG Groningen, Senior researcher for the Knowledge Centre for Insurance Medicine

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Analytical skills, openness for feedback, learning orientation, translating people's experiences into research questions (applied research), presenting my work.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> It convinces employers that participate in your studies that you know how to do conduct research.

## Sezgin Cihangir



### PhD thesis

The dark side of subtle discrimination: How targets respond to different forms of discrimination

### Date of public defence

June 17, 2008

### University

Leiden University

### Current job

Researcher, policy advisor at Dutch Hospital Data



## Giel Dik



### PhD thesis

On the contagiousness of others' goals: The role of perceiving effort

### Date of public defence

June 23, 2008

### University

Utrecht University

### Current job

Lecturer at Wageningen University and Research Centre



## Lonneke de Meijer



### PhD thesis

Ethnicity effects in police officer selection: Applicant, assessor, and selection-method factors

### Date of public defence

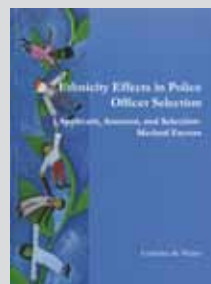
September 19, 2008

### University

Erasmus University Rotterdam

### Current job

Assistant Professor at Erasmus School of Pedagogical and Educational Sciences (ESPES)



**PhD thesis**

Moral emotions in decision making: Towards a better understanding of shame and guilt

**Date of public defence**

June 27, 2008

**University**

Tilburg University

**Supervisor(s)**

Prof.dr. M. Zeelenberg, dr. S.M. Breugelmans

**What was your first employer and job title after completing your PhD?**

> Assistant professor at the Marketing Management department of the Rotterdam School of Business, Erasmus University

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> I started at the Marketing department in August 2008, and am currently still working there.

**What is your current employer and job title?**

> See question 1.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Developing research questions and studies, running experiments and collecting data, writing papers, presentation skills.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I would not be able to fulfill the current job if I would not have obtained a PhD.



## Lindred Greer



### PhD thesis

Team composition and conflict: The role of individual differences

### Date of public defence

October 2, 2008

### University

Leiden University

### Supervisor(s)

Prof.dr. K.A. Jehn



### What was your first employer and job title after completing your PhD?

> Assistant Professor (UD), Work and Organizational Psychology, University of Amsterdam

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2012-2013 Associate Professor with tenure (UHD), Rotterdam School of Management, Erasmus University
- > 2013-onwards Assistant Professor, Stanford Graduate School of Business, Stanford University

### What is your current employer and job title?

> Assistant Professor, Stanford Graduate School of Business, Stanford University

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> The KLI was particularly helpful for me in helping cultivate my skills to conceptually discuss research and engage with others from potentially different backgrounds or topical areas. The workgroups with the Group and Organizational Processes Track were a particularly great training ground for learning how to brainstorm ideas, discuss your research with others from different fields, and to give and receive feedback - all critical skills for our research life.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Having a PhD in psychology has enabled me to pursue a career in academia, which for me, is an absolute dream career. The intellectual stimulation, the variety, the travel, the flexibility, the inspiring colleagues and students - it's hard to imagine a better job!

**PhD thesis**

Dealing with negative feelings: The role of working memory in emotion regulation

**Date of public defence**

October 17, 2008

**University**

VU University Amsterdam

**Supervisor(s)**

Prof.dr. G.R. Semin, dr. S.L. Koole, dr. D.J. Heslenveld

**What was your first employer and job title after completing your PhD?**

> Utrecht University, postdoctoral researcher

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> Leiden University, postdoc (01-01-2010) and then assistant professor (01-01-2013)

**What is your current employer and job title?**

> See above

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Presenting your work, networking.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I couldn't have done this without the title.

## Chris Reinders Folmer



### PhD thesis

Cooperation and communication: Plastic goals and social roles

### Date of public defence

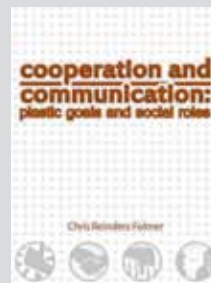
October 24, 2008

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. P.A.M. van Lange, dr. M. Gallucci



### What was your first employer and job title after completing your PhD?

- > 2008-2009 Postdoctoral researcher at Tilburg University

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2009-2012 Rotterdam School of Management: postdoctoral researcher
- > 2012-2014 Gent University: postdoctoral researcher

### What is your current employer and job title?

- > Gent University, postdoctoral researcher
- > Erasmus School of Law (from September), postdoctoral researcher

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Research design:
- > Data analysis;
- > Writing skills.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

- > It is a prerequisite for a career at university as a researcher.

**PhD thesis**

Information exchange examined: An interpersonal account of achievement goals

**Date of public defence**

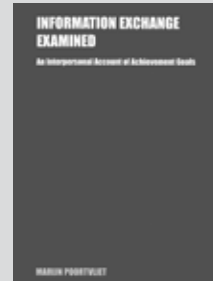
November 30, 2008

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. O. Janssen, prof.dr. N.W. van Yperen, prof.dr. E. van de Vliert

**What was your first employer and job title after completing your PhD?**

> 2008-2011 UD at Department of Social Psychology, University of Tilburg

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> 2011-onwards UD at Strategic Communication chair group, Wageningen University

**What is your current employer and job title?**

> See above

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> What is very nice about the KLI program is that it brings together students from different universities, so the diversity in candidates is big and all these people bring different perspectives to the KLI activities. Also, the KLI courses are offered on a consistent high quality level and I learned a lot from participating in discussions and presentations that are cutting edge in the social psychology field. Also the mix between practical skills courses and theoretical courses is a big plus.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I couldn't perform my job as an lecturer properly without having a PhD degree, because I teach courses, supervise theses and conduct research on an academic level.



## **Sjoerd Pennekamp**

**PhD thesis: Dynamics of disadvantage: Uncovering  
the role of group-based anger**

**You work at the Netherlands Public Broadcasting (NPO). What is it that you do there?**

>> I examine questions from the organisation concerning media behaviour of the public and advise the Board of Directors accordingly. For example, I am now conducting a study on how our public's media use is evolving. There are so many possibilities in the media at the moment, think of Twitter, smartphones, and Netflix. The question is how we, as a public broadcasting service, should respond to this, and, if we have to respond at all. To do this, we monitor, for a week, the media use of a group of people. Where, when, and for how long do they use which type of medium?

I felt in place already during the interview, and ever since, I work there with great pleasure. Furthermore, even if it is not the first job that comes to mind for a KLI-graduate, the skills I acquired as a PhD student are very helpful here!

**How does your current research differ from the research you conducted at the university?**

>> At present my research is all about external validity. The research samples are large and research findings need to be generalizable, being able to represent large groups of viewers.

## “It was like a warm bath to me”

**The NPO is not the first organisation that comes to mind when you think about a job for a KLI-graduate. How did you end up there?**

>> Towards the end of my PhD project I decided that I did not want to pursue a career in science and I was looking for what I should do instead. When I met a friend that worked for the VPRO (a public broadcast service), I realized that broadcast services had to conduct research as well. Shortly thereafter there was a vacant research position at the NPO.

In science, especially in experimental research, it is often about internal validity and samples tend to be small, and moreover, often consist of students only. Furthermore, the research we do here is low in theory. Basically, there is a question and we examine that question. With the answer we want to improve our policy. The application lies at the heart of the research, not the theory.

**At the beginning, how was it to conduct this type of research?**

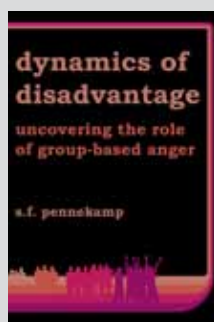
## interview

>> At the university I had plenty of time to work with datasets and to write. Therefore, the first time I conducted a study at the NPO, I delivered a 120-page research report. I meticulously investigated and explained everything. Although they loved it, it was not necessary.

I now supervise a junior-researcher and tell her: 40 pages are more than enough. What is important is that you deduce key points from the research findings and state them clearly. The text must be easily readable and you have to remind yourself who your audience is. What does this person want to know? How can the outcomes be used? That is very different from writing a scientific paper.

### How do you look back on your time as a PhD candidate?

>> For me it was a very good time. The relations with co-workers, both high and low in the hierarchy, were very valuable. It was like a warm bath to me. However, I noticed that the PhD students that came later experienced more pressure, for instance, to publish. As a result they less often joined us for drinks and other activities. I personally did not experience publication pressure, partly because I had a very realistic supervisor, and started to publish rather quickly.



#### PhD thesis

Dynamics of disadvantage: Uncovering the role of group-based anger

#### Date of public defence

October 21, 2008

#### University

University of Amsterdam

#### Supervisor(s)

Prof.dr. A.H. Fischer, dr. B. Doosje, dr. S. Zeibel

**YEAR**

**09**



## Krispijn Faddegon



### PhD thesis

Regulatory focus in group contexts

### Date of public defence

January 20, 2009

### University

Leiden University

### Supervisor(s)

Prof.dr. N. Ellemers, dr. D.T. Scheepers



### What was your first employer and job title after completing your PhD?

> Medior wetenschappelijk medewerker at Scientific Council for Government Policy (WRR)

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> I worked at the WRR for five years

### What is your current employer and job title?

> Freelance policy advisor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Writing and presentation skills;
- > Behavioral knowledge.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> More authority as a policy advisor.

**PhD thesis**

Ethics in economic decision-making

**Date of public defence**

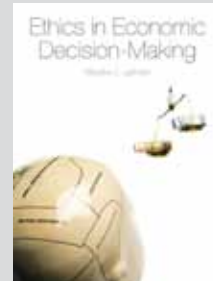
January 29, 2009

**University**

Leiden University

**Supervisor(s)**

Prof.dr. E. van Dijk, dr. I. van Beest

**What was your first employer and job title after completing your PhD?**

> Marketing department, Faculty of Economics and Business, University of Groningen.  
Assistant professor in tenure track since 2008

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> None.

**What is your current employer and job title?**

> Same, but now assistant professor with tenure.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> The writing skills I obtained are very valuable. Not only for my own current research (writing papers, grant proposals) but also for supervising students. Explaining how to structure your line of reasoning is very important, also for those students who will not conduct any other research in their future jobs. Moreover, I very much appreciate all the contacts I had with fellow PhD students and faculty members from all of the Netherlands. It broadened my horizon, and provided lots of useful information on the do's and don'ts. Not only for academia, but also in general. I still use my KLI network to further my research and teaching, even though I am not in psychology anymore.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> As I moved to a different faculty than Social Sciences, it was not so much the Doctor's degree as it was the psychology aspect that added value. I was the third person starting at a large marketing department on consumer behavior, and since then, the group has grown into a great group of researchers. Focusing on the psychological underpinnings of consumer behavior, we really add another perspective within the faculty.

# Monique Pollmann



## PhD thesis

Accuracy and bias in person perception

## Date of public defence

January 30, 2009

## University

VU University Amsterdam

## Supervisor(s)

Prof.dr. G.R. Semin, dr. C. Finkenauer



## What was your first employer and job title after completing your PhD?

> Tilburg University - Post-Doc (until August 2011)

## What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2011-present Tilburg University - Assistant Professor in Communication Sciences

## What is your current employer and job title?

> See previous question.

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> The network I built up during the meetings.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> A doctor is required for an assistant professor.

**PhD thesis**

Managing the volunteer organization:  
Strategies to recruit, content, and retain  
volunteers

**Date of public defence**

February 19, 2009

**University**

Leiden University

**Supervisor(s)**

Prof.dr. N. Ellemers

**What was your first employer and job title after completing your PhD?**

> VU University Amsterdam - Department of Work and Organizational Psychology  
Job Title: Assistant-professor

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

Employers after that and current employers:

- > University of Amsterdam - Academic Medical Center, Coroneel Institute for Occupational Health - Job Title: Postdoc Researcher
- > Leiden University - Section Social and Organizational Psychology - Job Title: Lecturer

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Research skills;
- > In-depth knowledge of strategies for enhancing work engagement of paid and unpaid workers.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > Status as Doctor in Psychology helps in gaining access to organizations for research and in conveying expertise to client organizations.

# Lennart Renkema



## PhD thesis

Facing death together: Understanding the consequences of mortality threats

## Date of public defence

March 5, 2009

## University

University of Groningen

## Supervisor(s)

Prof.dr. N.W. van Yperen, prof.dr. D.A. Stapel



## What was your first employer and job title after completing your PhD?

> Assistant Professor, Rijksuniversiteit Groningen

## What were your jobs and employers after that (if any), and in which years did you work in each job?

> Self employed since August 2009

## What is your current employer and job title?

> CEO at TF Publishing BV

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Writing en general research skills.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> None.

**PhD thesis**

Group-based social comparison processes:  
An intragroup level of analysis

**Date of public defence**

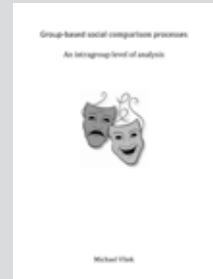
March 10, 2009

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. R. Spears, dr. C.W. Leach

**What was your first employer and job title after completing your PhD?**

> Assistant-professor at the University of Amsterdam

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> Same as above.

**What is your current employer and job title?**

> Same as above.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Critical and conceptual thinking;
- > Statistical expertise.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> It facilitates my endeavor to contribute to the scientific community.

## Judith Grob



### PhD thesis

Dial E for Emotion: Context and consequences of emotion regulation

### Date of public defence

March 19, 2009

### University

University of Groningen

### Supervisor(s)

Prof.dr. D.A. Stapel, prof.dr. E.H. Gordijn, prof.dr. S. Otten



### What was your first employer and job title after completing your PhD?

> Psychology Professor (toegevoegd docent), University of Groningen

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2009-2011 Postdoc Social & Health Psychology, University of Groningen (with Arie Dijkstra)

### What is your current employer and job title?

> Since 2012 I live in a yoga community, Yasodhara Ashram ([www.yasodhara.org](http://www.yasodhara.org)) in BC, Canada. Here I practice karma yoga, the spiritual practice of offering work as selfless service. I mainly work in registrations, but also in the garden, the kitchen and accommodations. I also teach different types of yoga (hatha, hidden language, dream and kundalini) to different groups, and enjoy the great food, wonderful people & beautiful nature everyday.

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> During my PhD I have been encouraged to research the topics that are most interesting and fascinating to me, rather than following whatever was in vogue. I think that has helped me focus on: What do I really want to do with my life? Also, I realize that I do love to teach, both in psychology and yoga.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> I wouldn't have gotten my postdoc position without doing my PhD.

**PhD thesis**

Is this about me? Responding to subtle discrimination - beyond an individual versus group perspective

**Date of public defence**

March 26, 2009

**University**

Leiden University

**Supervisor(s)**

Prof.dr. N. Ellemers, dr. M. Barreto

**What was your first employer and job title after completing your PhD?**

> University of Groningen, assistant professor

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> None.

**What is your current employer and job title?**

> Same as above.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Difficult to say, a lot! Learning how to move from scientific thinking to designing studies.
- > Accepting failed studies (I was a bit spoilt as my MA thesis worked out so nicely we were able to publish it in PSPB so I had the idea this was how it would always go).
- > What it is to be a member of a scientific community - being part of a social network with the friendships, appreciation of knowledge of others, learning from others (not just promotores but also collaborators or KLI workshop teachers).

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I would not have my current job without this status.





## **Naomi Ellemers**

**Since 10 years chair General Board of KLI**

In addition to being professor of Social Psychology at the University of Leiden, Naomi Ellemers is Chair of the General Board of the KLI.

**You have been Chair of the KLI Board for ten years now. Why is that?**

>> I greatly value what we have in the KLI. International colleagues frequently say: 'We envy you for having the KLI!' It is a unique collaboration between social psychological researchers from different Dutch universities. This collaborative approach has enabled the KLI to raise the international profile and visibility of Dutch

terbalance to that: it is a place where you collaborate and help each other. PhD students can meet peers with whom they can share their experiences and ways to deal with problems they encounter. They can help and support each other which makes the PhD experience more fun and puts the pressure to perform into perspective.

This collaborative aspect of the KLI has also helped the discipline make changes that cannot be implemented by an isolated researcher or research group. For instance, the KLI board has agreed to revise the requirements for a PhD thesis, to reflect that a dissertation should not be judged on the

## **“You need the collective to make such changes, and that is what the KLI provides”**

social psychology. When I completed my PhD (in 1991) there was no KLI, and things were really different. Internationally, it is now clear that there is a very active group of social psychologists in the Netherlands. I think that this would have been less evident without the KLI.

**What does the KLI try to accomplish for its members?**

>> In science, there is a strong pressure to compete with each other for publications, funds, and academic positions. The KLI provides a coun-

number of publications it contains. Instead, its main goal is to provide sufficient evidence of research competence.

Changing a norm like that can only be done together; otherwise it becomes a social dilemma. If you deviate from what everybody else does as an individual supervisor, your students will suffer. You need the collective to make such changes, and that is what the KLI provides.

**You have supervised quite a number of PhD students. What was that like?**

## interview

>> I think of my PhD's as my scientific children. As a 'mother' I worry about them. Even though they are all different, I am committed to them and I want to support them, even later on in their careers. Moreover, my reputation is tied to the quality of their work. After all, my name is on their resume.

The moment I 'adopt' another PhD-student, I often don't know what to expect. Every PhD student has their own issues and challenges. As a supervisor it is a big adventure: what comes up this time? During the time that people conduct their PhD research, often a lot happens to them. Some people start a family; others learn about themselves and wonder who they really are, or whether this

### **What kind of people become PhD students?**

>> PhD students are always the best students: at school and during their studies they were the smartest. When they start a PhD project they are suddenly tested. They are not, automatically, the smartest anymore: now they are surrounded by people of the same intellectual level. This can be very challenging, and people can, sometimes for the first time in their lives, be pushed to their limits. However, almost everybody gets through that stage and finds their way, sometimes within science and sometimes outside. Whatever your choice may be, a PhD track is a great way to get there.

### **“I think of my PhD's as my scientific children”**

is the best career for them. So, the supervision is not just about the academic work, it is about young people finding their way in life. Always a personal story is involved. I enjoy this aspect of supervision very much, and I have learned a lot from all the people I have worked with over the years.

### Applied research

in collaboration with public and private organisations

Applied research is carried out in collaboration with (and often co-funded by) a range of relevant public and private organisations and partners. These include profit organisations (e.g. in the financial service sector, in the energy production sector, the transport sector, the food industry, marketing and communication agencies, consultancy agencies), public institutions (Ministries of Interior Affairs, Social Affairs, Education, Justice, Defence, several municipalities, hospitals, UWV, Tax Office, Dutch Military, National Police, Human Rights Committee, national political parties, DNB, WRR, GAK, SER), professional organisations, volunteer organisations and NGO's/foundations (NIBUD, environmental groups, patient associations, consumer organisations, fundraising agencies, Netherlands Mediation Institute) and para-university research institutions (TNO, ECN, WODC, NSCR, EMGO, IVM).



## Daphne Wiersema



### PhD thesis

Taking it personally: Self-esteem and the protection of self-related attitudes

### Date of public defence

April 12, 2009

### University

University of Amsterdam

### Current job

Onderwijsontwikkelaar en onderzoeker at Hogeschool van Amsterdam



## Menno Vos



### PhD thesis

Identity patterns in diverse work groups: Improving social integration outcomes through relational identities

### Date of public defence

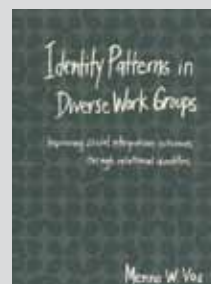
April 16, 2009

### University

University of Groningen

### Current job

Scientific Advisor/Senior Researcher at Institute for Integration and Social Efficacy (RUG)



**PhD thesis**

Unconscious Rivals: The automatic evaluation of rivals in jealousy-evoking situations

**Date of public defence**

May 14, 2009

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. A.P. Buunk

**What was your first employer and job title after completing your PhD?**

> University of Groningen, combined job: Postdoc and lecturer (until August 2010)

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> 2010-now      Maastricht University, Assistant Professor

**What is your current employer and job title?**

> Maastricht University, dept. Work & Social Psychology, Assistant Professor of (applied) Social Psychology

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Writing, presenting, reviewing - during my PhD I've acquired research skills, as well as teaching skills. The KLI has provided me with interaction with fellow PhD students and the exchange of ideas and experiences.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I wouldn't be able to work in a university setting without a doctorate, and since I couldn't think of any other job I would like to do, the PhD has been invaluable ☺

## Bart Terwel



### PhD thesis

Origins and consequences of public trust: Towards an understanding of public acceptance of carbon dioxide capture and storage

### Date of public defence

May 19, 2009

### University

Leiden University

### Supervisor(s)

Prof.dr. N. Ellemers, dr. F. Harinck, dr. D.D.L. Daamen



### What was your first employer and job title after completing your PhD?

> Leiden University, post-doc

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> Not applicable.

### What is your current employer and job title?

> Leiden University, post-doc

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> All scientific skills.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> To be able to work as a post-doc.



## **PhD thesis**

Dealing with information about complex issues: The role of source perceptions

## **Date of public defence**

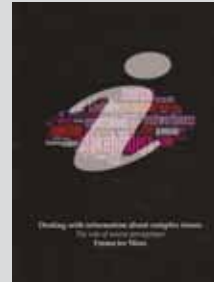
June 10, 2009

## **University**

Leiden University

## **Supervisor(s)**

Prof.dr. N. Ellemers, dr. W.H. Weenig, dr. D.D.L. Daamen



## **What was your first employer and job title after completing your PhD?**

> Leiden University

## **What were your jobs and employers after that (if any), and in which years did you work in each job?**

I still work at Leiden University:

- > As a teacher from September 2008-June 2009,
- > As a postdoc (Researcher 3 until November 2012; Researcher 2 from November 2012 on)

## **What is your current employer and job title?**

> Leiden University, Senior researcher (Researcher 2) on the CAT02 project (national R & D program on CO2 capture and storage <http://www.co2-cato.org/>). On behalf of Leiden University I coordinate the Public Perception subprogram within CAT02 (a 3.4 million euros program as part of the 60 million euros program).

## **Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Working independently;
- > Dealing with setbacks.

## **What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I would not have had this job. I also notice that in a multidisciplinary project such as CAT02, with a lot of technical people around, also people from industry and government, often considerably older than I am, that having a PhD helps a lot in first impressions and in being taken serious.



## Raymond Smeets (†)



### PhD thesis

On the preference for self-related entities:  
the role of positive self-associations in implicit egotism effects

### Date of public defence

June 15, 2009

### University

Radboud University Nijmegen

### Supervisor(s)

Prof.dr. A. van Knippenberg, dr. R. Holland



### Raymond Smeets passed away in 2013

#### Below an 'In memoriam' written by his co-promotor Rob Holland

As a PhD student Raymond Smeets focused on the relation between self-esteem and the liking for objects that were related to the self (e.g. by means of name letters or mere ownership). In 2009 he was promoted to doctor after defending his dissertation "On the preference for self-related entities: the role of positive self-associations in implicit egotism effects" at the Radboud University Nijmegen.

After his PhD he worked for some years as a researcher at Prismant. At the same time, he became more and more fascinated by outdoor activities, such as climbing or survival in the Belgian Ardennes. In the end he worked as an instructor in these activities he loved so much.

During his PhD phase, we knew Raymond as a very warm and friendly colleague. He was a person with great social skills, always ready to help others. We miss him very much.

**Rob Holland**

## Marret Noordewier

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### PhD thesis

Consistency and the unexpected

### Date of public defence

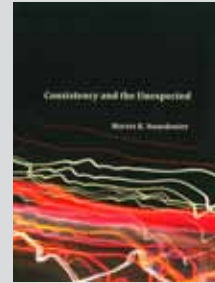
June 17, 2009

### University

University of Groningen

### Current job

Assistant Professor at Leiden University



## Martijn Veltkamp



### PhD thesis

On the instigation of implicit motivation:  
How deprivation and positive affect cause  
motivated behavior

### Date of public defence

June 19, 2009

### University

Utrecht University

### Current job

Senior Researcher at Friesland Campina



## Sytske van der Velde



### PhD thesis

Imitation of emotion: How meaning affects  
the link between imitation and liking

### Date of public defence

June 25, 2009

### University

University of Groningen

### Current job

Teacher at University of Groningen



## Jacomijn Hofstra



### PhD thesis

Attaching cultures: The role of attachment styles in explaining majority members' acculturation attitudes

### Date of public defence

July 2, 2009

### University

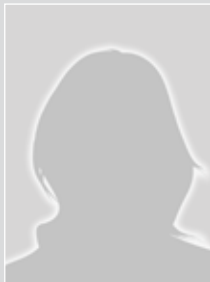
University of Groningen

### Current job

Teacher at Hanzehogeschool Groningen



## Jacqueline Tanghe



### PhD thesis

Affect in groups: Convergence, conditions and consequences

### Date of public defence

September 9, 2009

### University

VU University Amsterdam

### Current job

Docent Onderzoeksvaardigheden at Zuyd Hogeschool



**PhD thesis**

Using commitment to improve environmental quality

**Date of public defence**

September 17, 2009

**University**

Leiden University

**Supervisor(s)**

Prof.dr. E. van Dijk, prof.dr. G. de Snoo, dr. H.J.A.M. Staats

**What was your first employer and job title after completing your PhD?**

> Netherlands Institute for Social Research (SCP), Den Haag. Job title: Researcher

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> 2010-present      Assistant professor persuasive communication (tenure track), chair group Strategic Communication, Wageningen University

**What is your current employer and job title?**

> See above.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Everything! The courses offered by KLI are of the highest quality: Courses like how to review, how to present et cetera have been very valuable and the knowledge gained I still use today. Also, the network built during my time with the KLI is of great value.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I would not have been hired if not for the PhD given that I am in academia.

## Suzanne Pietersma



### PhD thesis

Persuasive health communication: A self-perspective

### Date of public defence

September 10, 2009

### University

University of Groningen

### Current job

Researcher at Algemene Rekenkamer



## Jonathan van 't Riet



### PhD thesis

Framing health communication messages

### Date of public defence

October 16, 2009

### University

Maastricht University

### Current job

Assistant Professor Persuasive Communication at Radboud University Nijmegen



**PhD thesis**

A functional perspective on the justice judgment process and its consequences

**Date of public defence**

October 30, 2009

**University**

Utrecht University

**Supervisor(s)**

Prof.dr. K. van den Bos

**What was your first employer and job title after completing your PhD?**

> Scientific researcher at TNO

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> Same as above, from 2009 till present.

**What is your current employer and job title?**

> Same as above.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> My experimental skills and writing skills are very useful in their own right, but on top of that both have also shaped the way in which I approach and analyze problems and get to the core of it.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> Being a PhD gives one status.

## Niels van de Ven



### PhD thesis

The bright side of a deadly sin:  
The psychology of envy

### Date of public defence

November 13, 2009

### University

Tilburg University

### Supervisor(s)

Prof.dr. M. Zeelenberg, prof.dr. R. Pieters



### What was your first employer and job title after completing your PhD?

> Tilburg University, assistant professor

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> None.

### What is your current employer and job title?

> Tilburg University, assistant professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> The KLI provided an environment in which you met like-minded people: eager to learn, interested in people, and interested in research. That they came from different universities helped you to develop and find your own academic interests.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> It is a requirement.

**PhD thesis**

The power of interpersonal generosity

**Date of public defence**

December 23, 2009

**University**

VU University Amsterdam

**Supervisor(s)**

Prof.dr. P.A.M. van Lange

**What was your first employer and job title after completing your PhD?**

- > 2008-2009 Policy Researcher at the Dutch Research and Documentation Center (WODC) of the Ministry of Security and Justice in The Hague

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2008-2010 Policy advisor 'Civil Servant of the Future' ('Ambtenaar voor de Toekomst'), think tank at Ministry of the Interior and Kingdom Relations, The Hague

**What is your current employer and job title?**

- > Project manager 'New Ways of Working' at the Ministry of Interior and Kingdom Relations, Directorate-General 'Organization and Management of Central Government', The Hague

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Persuasive writing, presenting skills, quickly analyzing texts, using statistics, understanding scientific research, knowing how the scientific world works.
- > Much social psychological knowledge is used in popular management (literature).

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > In the Dutch government having a PhD on your CV really counts.





## **Lieven Brebels**

**PhD thesis: Mirror, mirror on the wall...  
Procedural fairness as an evaluative and  
regulatory looking-glass self**

**At the moment, you are assistant professor at the University of Leuven. What are your activities in that position?**

>> I conduct research on several organisational psychological themes, such as justice, ethics, and leadership. In many aspects, I examine ideas that emerge from my research as a PhD student. In my dissertation, I examined how aspects of employee's self-concept explain the relation between perceptions of procedural justice and pro-social and retaliatory behaviours. For instance, I found that perceiving unfair procedures leads to retaliation among promotion-focused individuals, but not among prevention-focused in-

periment, focus on complex problems, trying to find solutions, something that is far less possible in teaching.

**How did you, coming from Belgium, experience being a PhD student in the Netherlands? Did you notice any cultural differences?**

>> Although the geographical distance between Belgium and the Netherlands is small, there is quite a large difference in mentality. In Belgium, people are far more careful and analytical. The focus is more on avoiding mistakes. In the Netherlands, people are more direct and intuitive. The focus is more on your views and what

## “I try to support students to develop and express their own view”

dividuals, and that procedural justice determines the extent to which people express themselves through self-defining citizenship behaviour.

More recent work has focused on the boundary conditions of procedural justice effects and on the psychological conditions under which leaders act in line with or violate principles of organisational justice.

In addition to research, I also give courses, for instance a psychology course to students in applied economics. However, I like doing research the most. It gives me the freedom to ex-

you stand for. That was a relief to me and I learned a lot from it. I now apply it into my teaching here: I try to support students to develop and express their own view. They do not need to write or speak impeccably first. Also, relations between colleagues in the Netherlands are more casual and collegial, which I experienced as very enjoyable. I still like to go to the Netherlands. In a way, I always calm down in the Netherlands.

**How did you experience your time as a PhD student?**

## interview

>> I loved it. There was a strong sense of community, with people from my own faculty but also at the KLI. After all, that is where you met peers from other universities several times a year. At the KLI, I came into contact with different approaches, which, in hindsight, has had a large impact on my thinking.

At first, conversations were often about the differences between Belgium and the Netherlands and how cute the soft 'g' of the Belgians is. I always replied then that in the Netherlands, the 'r' is softer than in Belgium. That always was a fun topic to break the ice.

### What are your own ambitions for the future?

>> I am not the type of person that strategically plans his future career, but I would love to continue building bridges across scientific disciplines and between science and practice. I am very grateful for the work I am

doing at the moment.

However, my time in the Netherlands, as a PhD student, boosted my creativity enormously. Working in a culturally and socially different setting helps to gain new insights and generate new ideas. After tasting that, I am always hungry for more. Therefore, in the future, I would like to again work abroad for a while. That is a bit difficult at the moment because I have young children. But I certainly see it as a goal for the future.



### PhD thesis

Mirror, mirror on the wall... Procedural fairness as an evaluative and regulatory looking-glass self

### Date of public defence

February 27, 2009

### University

Tilburg University

### Supervisor(s)

Prof.dr. D. de Cremer, prof.dr. C. Sedikides

**YEAR** 10

## Daniël Lakens


**PhD thesis**

Abstract concepts in grounded cognition

**Date of public defence**

January 19, 2010

**University**

Utrecht University

**Supervisor(s)**

Prof.dr. G.R. Semin, dr. F. Foroni


**What was your first employer and job title after completing your PhD?**

> Eindhoven University of Technology

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> First post-doc, now assistant professor, both at TUE

**What is your current employer and job title?**

> Eindhoven University of Technology, Assistant Professor

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> A critical attitude.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> It's a necessary requirement to work in academia.

**PhD thesis**

Social functions of emotions in social dilemmas

**Date of public defence**

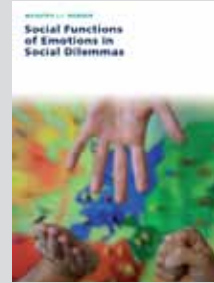
February 5, 2010

**University**

Erasmus University Rotterdam

**Supervisor(s)**

Prof.dr. D. de Cremer, prof.dr. E. van Dijk

**What was your first employer and job title after completing your PhD?**

> Post-doctoral researcher at Rotterdam School of Management

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> I and a business partner started and ran a small coaching company in 2012.

**What is your current employer and job title?**

> I am a freelance university teacher and currently writing a book.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Teaching, statistics and writing are the skills most directly related to my current work. But obviously my four years as a PhD student have taught and shaped me much more than can be neatly expressed in a set of skills, especially when it comes to institutional knowledge, foreign travels and contact with peers.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> Titles may open certain doors, but I can only hope that any stereotypes about Doctors do not distort people's perceptions of who I really am or what I might truly be capable of.

## Matthijs Baas



### PhD thesis

The psychology of creativity: Moods, minds, and motives

### Date of public defence

March 25, 2010

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. C.K.W. de Dreu, dr. B.A. Nijstad



### What was your first employer and job title after completing your PhD?

> University of Amsterdam, Assistant Professor

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> University of Amsterdam, Assistant Professor (until now)

### What is your current employer and job title?

> University of Amsterdam, Assistant Professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Writing (constructing the first three paragraphs) and reviewing skills and contacts with fellow PhD-students.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Without my PhD, my current job as an assistant professor would be unavailable.

**PhD thesis**

Double you? Function and form of implicit and explicit self-esteem

**Date of public defence**

January 15, 2010

**University**

University of Amsterdam

**Current job**

Lecturer Research & Consultancy at Hogeschool The Hague, International University for Hospitality Management



## Skyler Hawk

**PhD thesis**

Changing channels: Flexibility in empathic emotion processes

**Date of public defence**

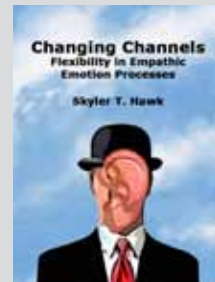
April 8, 2010

**University**

University of Amsterdam

**Current job**

Assistant Professor at the Chinese University of Hong Kong





## Elanor Kamans



### PhD thesis

When the weak hit back: Studies on the role of power in intergroup conflict

### Date of public defence

April 8, 2010

### University

University of Groningen

### Supervisor(s)

Prof.dr. S. Otten, prof.dr. E.H. Gordijn



### What was your first employer and job title after completing your PhD?

> After my PhD I took on a temporary position as a lecturer in Psychology at the University of Groningen. I also had a very small research position within the Social Psychology group at the University of Groningen.

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> In the summer of 2010 I started as a postdoc at the University of Groningen, also within the social psychology group. During this postdoc I studied the role of emotion, power and morality in understanding outside observers reactions to violent conflict.

### What is your current employer and job title?

> I will finish my postdoc at the end of February at 2014. Currently I am looking for a new position.

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> I always greatly enjoyed and valued the theory oriented workshops/meetings. I think these meetings are very valuable for developing yourself as a researcher.

**PhD thesis**

National diversity and conflict: The role of social attitudes and beliefs

**Date of public defence**

April 13, 2010

**University**

Leiden University

**Supervisor(s)**

Prof.dr. K.A. Jehn

**What was your first employer and job title after completing your PhD?**

> Jubail University College, Saudi Arabia as Lecturer

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> 2012-present King Abdulaziz University, Saudi Arabia as Assistant Professor

**What is your current employer and job title?**

> King Abdulaziz University, Saudi Arabia as Assistant Professor

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Research Writing and Publication;
- > Statistical methods and data analysis.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> It is the main reason I get hired.

## Joyce Rupert



### PhD thesis

Diversity faultlines and team learning

### Date of public defence

April 14, 2010

### University

Leiden University

### Supervisor(s)

Prof.dr. K.A. Jehn



### What was your first employer and job title after completing your PhD?

> After my PhD I started my own consultancy company Work with Joy ([www.workwithjoy.nl](http://www.workwithjoy.nl)), through which I offer companies advise and/or research on how they can benefit from their diversity and improve team performance. In the same year I started as a part-time lecturer at the Faculty of Economics and Business Administration at Groningen University.

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> I still do the same combination of jobs, which I both started in 2010. Since 2013 I also became research affiliate at Groningen University.

### What is your current employer and job title?

> Consultant at Work with Joy and lecturer/research affiliate at Groningen University.

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> In both jobs I benefit greatly from the skills and experiences that I got during my PhD. I regularly give talks on the subject of my PhD for organizations and combine the knowledge that I obtained through my dissertation with my life experiences to consult companies. In my work at the university I mainly guide master thesis students and rely on my experiences that I got with this until now. In the research projects that I do, whether it is a question that comes from the field through my company or an academic question, I benefit greatly from the knowledge and skills how to conduct good scientific research.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> It is of great value in my current jobs, I get access to companies more easily, because of my status of Doctor and use my expertise and skills on a daily basis in the work that I do.

**PhD thesis**

Organizational citizenship behavior and counter-productive work behavior: Cross-cultural comparisons between Turkey and the Netherlands

**Date of public defence**

June 1, 2010

**University**

Erasmus University Rotterdam

**Supervisor(s)**

Prof.dr. M.Ph. Born, prof.dr. H.T. van der Molen, dr. E. Deros

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image  
available

**What was your first employer and job title after completing your PhD?**

> I started working at Doğuş University, Department of Psychology in Istanbul.

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> I then moved to Izmir and started working at Izmir University of Economics, Department of Psychology, in Izmir. I worked at Doğuş University from February 1st 2011 till August 31st 2012. I have been working at Izmir University of Economics since September 1st 2012 till now.

**What is your current employer and job title?**

> Izmir University of Economics. I am an assistant professor.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Learning how to conduct research and writing scientific articles are the most important skills I gained during my PhD.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I pursued on my career as an academic. I am assistant professor now. So having a PhD is one of the most important steps in academic life.

## Dennis Bleeker



### PhD thesis

Representing or defecting? The pursuit of individual upward mobility in low status groups

### Date of public defence

June 10, 2010

### University

Leiden University

### Current job

Teacher & researcher at The Hague University of Applied Sciences



## Ron Broeders



### PhD thesis

On situated and embodied knowledge regarding moral issues

### Date of public defence

June 14, 2010

### University

Utrecht University

### Current job

Post-doc Researcher at Eindhoven University of Technology, department Human Technology Interaction



**PhD thesis**

Dealing with a deviant group member

**Date of public defence**

June 21, 2010

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. S. Otten, prof.dr. E.H. Gordijn, prof.  
dr. D.A. Stapel

**What was your first employer and job title after completing your PhD?**

> Saxion, lectoraat Community Care & Youth en masteropleiding Health Care & Social Work - Hoofddocent/Onderzoeker.

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> Still working there.

**What is your current employer and job title?**

> Saxion, lectoraat Community Care & Youth en masteropleiding Health Care & Social Work. Job title is: Hoofddocent/Onderzoeker.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Making something out of nothing. When you work on a PhD you have to create your own work and your own output. It's all up to you.

> Presenting your work. This is something you have to learn by doing. In Groningen we used to give presentations during the labmeetings and were also encouraged to present on (inter)national conferences. This helped me to learn how to give a good presentation. Especially the course How to Present, provided by the KLI was very useful.

> Being critical and curious. During my time at the Social Cognition group in Groningen, I learned how to reflect on the quality of studies. This is a skill I use every day in my current work.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> It gave me a head start in my current job. From the start I was invited to join discussions on how to set up research lines and education.

## Job van der Schalk



### PhD thesis

Echoing emotions: Reactions to emotional displays in intergroup context

### Date of public defence

July 2, 2010

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. A.H. Fischer, prof.dr. D.H.J. Wigboldus, dr. B. Doosje



### What was your first employer and job title after completing your PhD?

> Cardiff University, Research Associate (postdoc), under supervision of Prof.dr. A. S. R. Manstead

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2010-2012      Research Associate, Cardiff University
- > 2012-present    Lecturer (UD), Cardiff University

### What is your current employer and job title?

> Cardiff University, Lecturer (UD)

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Because I work in academia I use the skills and experiences that I acquired during my time as PhD on a daily basis, and I am also still further developing these skills (E.g., research: designing experiments, analyzing data, presenting findings; teaching: supervising students, instructing about classical and current theories and findings in social psychology; contributing to the administration of an academic research and teaching program; etc).

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> I could not have become an academic lecturer without a PhD.

## Geertje Schuitema

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### PhD thesis

Priceless policies. Factors influencing the acceptability of transport pricing policies

### Date of public defence

September 9, 2010

### University

University of Groningen

### Current job

Postdoc at Aarhus School of Business & Social Sciences



## Annefloor Klep



### PhD thesis

The sharing of affect: Pathways, processes, and performance

### Date of public defence

September 17, 2010

### University

VU University Amsterdam

### Current job

Lecturer Applied Psychology at Hogeschool Leiden



## Femke van Horen



### PhD thesis

Breaking the mould on copycats: What makes product imitation strategies successful?

### Date of public defence

September 24, 2010

### University

Tilburg University

### Current job

Assistant Professor & Post-doctoral researcher at VU University Amsterdam & University of Cologne





## Janneke Oostrom



### PhD thesis

New technology in personnel selection: The validity and acceptability of multimedia tests

### Date of public defence

October 1, 2010

### University

Erasmus University Rotterdam

### Supervisor(s)

Prof.dr. M.Ph. Born, prof.dr. H.T. van der Molen, dr. A.W. Serlie



### What was your first employer and job title after completing your PhD?

- > 2010-2012 Assistant professor at the Institute of Psychology, Erasmus University Rotterdam

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2012-present Assistant professor at the Dept. of Social and Organizational Psychology, VU University Amsterdam

### What is your current employer and job title?

- > 2012-present Assistant professor at the Dept. of Social and Organizational Psychology, VU University Amsterdam

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Skills regarding to writing, statistics/methodology, networking.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

- > If I wouldn't have obtained my PhD, I wouldn't have been able to do/apply for this job.

**PhD thesis**

Exploring affective perception and social action

**Date of public defence**

October 4, 2010

**University**

VU University Amsterdam

**Supervisor(s)**

Prof.dr. G.R. Semin, prof.dr. P.J. Beek, dr. R.R.D. Oudejan

**What was your first employer and job title after completing your PhD?**

> 2010-2012     University of Verona, post-doc

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> 2013-present     Transfer Solutions, Software-developer/Java-programmer

**What is your current employer and job title?**

> 2013-present     Transfer Solutions, Software-developer/Java-programmer

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > The international, dynamic and competitive nature of academia;
- > Time and project management;
- > Working independently;
- > Thinking critically;
- > Writing.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> Obviously, a PhD degree was required to get the position as a postdoc in Verona. For my current job it doesn't have much added value.

## Petra Hopman



### PhD thesis

Group members reflecting on intergroup relations

### Date of public defence

October 1, 2010

### University

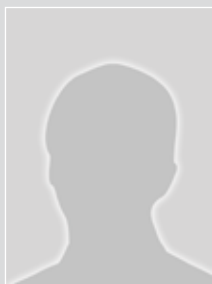
VU University Amsterdam

### Current job

Post-doc Researcher at NIVEL



## Simon Dalley



### PhD thesis

Women's body dissatisfaction and restrictive eating behaviour: A tyranny of a thin-ideal or a fear of fat?

### Date of public defence

October 14, 2010

### University

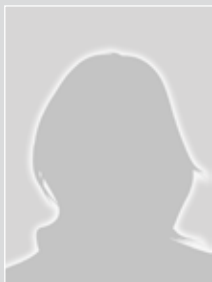
University of Groningen

### Current job

Lecturer at University of Groningen



## Katarzyna Ewa Kubacka



### PhD thesis

The rules of attraction: Trust, anxiety and gratitude

### Date of public defence

November 11, 2010

### University

VU University Amsterdam

### Current job

Analyst at OECD, Paris, France



**PhD thesis**

May I have your attention please? A neuroscientific study into message attention for health information

**Date of public defence**

November 19, 2010

**University**

Maastricht University

**Supervisor(s)**

Prof.dr. G. Kok, dr. R.A.C. Ruiter, dr. B. Jansma, dr. V. van de Ven

**What was your first employer and job title after completing your PhD?**

> Maastricht University - FPN, Post-Doc

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> 2011-present Assistant Professor, Maastricht University - FPN

**What is your current employer and job title?**

> Maastricht University - FPN, Assistant Professor

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Writing scientific papers.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> More teaching possibilities.



## **Paul Preenen**

**PhD thesis: Challenge at work: A matter of  
give and take**

**You work at TNO as a researcher/consultant Social Innovation and Organisational Behaviour. What does this position entail?**

>> I conduct research, for a great variety of clients, on the factors that enhance performance of both individuals and organisations. Specific questions from clients are, for example: 'How to stimulate entrepreneurship within the organisation?' and: 'What are the effects of internal labor flexibility in the organisation on employee performance?'. Clients are the EU, ministries, trade unions, multinationals, but also small and medium enterprises. The research results in advice for clients to improve organisations or their policies.

tions. A large difference is that people work much less on their own here and that the work is more diverse. I work in several project teams, in different roles on different research projects at the same time. Moreover, to some extent TNO is also a commercial organisation. That means that I also deal with acquisition. I need to make money and work a sufficient number of chargeable hours.

**Following your PhD defence, you also worked for seven months in Taiwan, as part of a traineeship for the Dutch national government (Rijks-trainee). Can you tell me something about that experience?**

**“I thought that everybody around had gone crazy, except for me”**

**What are the similarities and differences in how you conduct research at TNO, compared to the university?**

>> The steps of doing research are the same: I collect and analyze data and I report and present the results. However, now I have less time and research is less fundamental and more practically oriented. That is, you put the client's needs, problems, and questions first.

This goes beyond conducting research alone. For example, we advise and often help think of possible interven-

>> It was a very enjoyable and enlightening experience. I would recommend everyone to work abroad for a while, as a PhD student or afterwards. It opens your mind and you learn to deal with cultural differences.

At first, when I was in Taiwan, I thought that everybody around had gone crazy, except for me. That slowly changed. I slowly realized: 'No, it's me. I am the one who finds it difficult to adjust'. With time I adapted to my new environment and at a certain point I even started to see the positive side of Taiwanese culture.

## interview

For example, in the Netherlands we tend to say things very directly. I learned that this is not always necessary or useful. Even if you don't like something, you don't always need to say it out loud. Sometimes it's better to formulate it more indirectly, with tact.

I also appreciate it that people, in Taiwanese culture, do not only work for themselves but also for the collective. In the Netherlands that is often the other way around.

**Even this year your PhD research resulted in a publication\*. What is it about?**

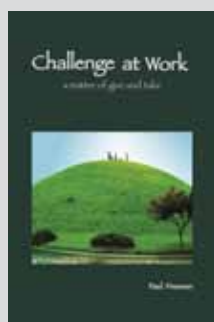
>> In that particular study, which is finally in print now, we examined the effect of goal orientations of employees and their supervisors on employees' perceptions of work challenge.

We found that if supervisors had authority over the tasks of their employees and were mainly concerned

with showing their superiority and outperforming others (performance-approach orientation), their employees experienced less challenge in their work. A possible explanation is that these supervisors prefer to keep important and challenging tasks for themselves rather than delegating them to subordinates.

The article was disseminated within several ministries. I received several reactions from civil servants stating: 'I recognize that!'. They had bosses with inflated egos who preferred to outshine their employees and keep the exciting tasks for themselves!

\* Preenen, P. T. Y., Van Vianen, A. E. M., & De Pater, I. E. (2014). Challenging tasks: The role of employees' and supervisors' goal orientations. *European Journal of Work and Organizational Psychology*, 23(1), 48-61.



### PhD thesis

Challenge at work: A matter of give and take

### Date of public defence

November 12, 2010

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. A.E.M. van Vianen, dr.ing. I.E. de Pater

**YEAR**

**11**



## Elze Ufkes



### PhD thesis

Neighbor-to-neighbor conflicts in multicultural neighborhoods

### Date of public defence

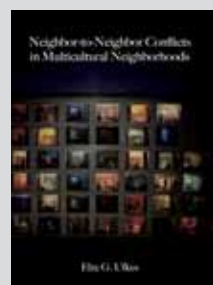
January 6, 2011

### University

University of Groningen

### Supervisor(s)

Prof.dr. S. Otten, prof.dr. K.I. van Oudenhoven - van der Zee, prof.dr. E. Giebels



### What was your first employer and job title after completing your PhD?

> Yale University, Postdoctoral associate

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> Assistant professor, University of Twente

### What is your current employer and job title?

> Assistant professor, University of Twente

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Academic communication;
- > Presentation skills.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> It's a requirement for my present job.

**PhD thesis**

Buying people: The persuasive power of money

**Date of public defence**

January 13, 2011

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. E.M. Steg, prof.dr. T. Postmes

**What was your first employer and job title after completing your PhD?**

- > 2011-2013      Post-doc, Social Psychology, Faculty of Behavioral and Social Sciences, University of Groningen

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > 2013-current      Assistant Professor, Department of Marketing, Faculty of Business and Economics

**What is your current employer and job title?**

- > See above.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Scientific writing;
- > Methodological skills.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > I work at a Marketing research department. My expertise in psychology is very useful when trying to understand and predict consumers' reaction towards advertisements and innovative products.

## Kim van Erp



### PhD thesis

When worlds collide. The role of justice, conflict and personality for expatriate couples' adjustment

### Date of public defence

January 11, 2011

### University

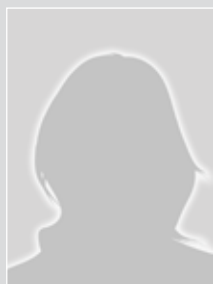
University of Groningen

### Current job

Onderzoek, Training & Advies at Kim van Erp - Onderzoek, Training & Advies



## Yana Avramova



### PhD thesis

How the mind moods

### Date of public defence

January 19, 2011

### University

Tilburg University

### Current job

Unknown



## Nina Regenber



### PhD thesis

Sensible moves

### Date of public defence

March 9, 2011

### University

VU University Amsterdam

### Current job

Unknown



**PhD thesis**

Applicant reactions to selection events:  
Interactive effects of fairness, feedback  
and attributions

**Date of public defence**

March 8, 2011

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. A.E.M. van Vianen, dr. D. van  
Dierendonck

**What was your first employer and job title after completing your PhD?**

> Technical University Eindhoven (TU/e); Postdoctoral Researcher

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> Idem.

**What is your current employer and job title?**

> Idem.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Research methodology and academic writing skills;
- > To a lesser extent teaching skills.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> Current job (and possibly future jobs) would not have been acquired without this status.

## Suzanne Oosterwijk



### PhD thesis

Moving the mind: Embodied emotion concepts and their consequences

### Date of public defence

March 18, 2011

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. A.H. Fischer, dr. M. Rotteveel



### What was your first employer and job title after completing your PhD?

> Northeastern University - postdoctoral fellow

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> University of Amsterdam - postdoctoral fellow (August 2011 - December 2012 in Boston)

### What is your current employer and job title?

> University of Amsterdam - postdoctoral fellow

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Giving presentations to fellow students, senior researchers and experts during the meetings and workshops and learning about their research ideas in return. I believe that social connections and social interaction are important factor to becoming a successful scientist, so the chats over lunch or drinks were also very valuable.

> I also learned a lot from practical courses such as 'how to review' and 'pursuing a career in science'.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> My ambition is to continue working in academia, for which a PhD is necessary.



## PhD thesis

Why we choose, how we choose, what we choose: The influence of decision initiation motives on decision making

## Date of public defence

March 24, 2011

## University

University of Amsterdam

## Supervisor(s)

Prof.dr. C.K.W. de Dreu, prof.dr. B.A. Nijstad, dr. M.J.J. Handgraaf



## What was your first employer and job title after completing your PhD?

- > Marketing Research Consultant @ Brainjuicer Ltd (Rotterdam office)

## What were your jobs and employers after that (if any), and in which years did you work in each job?

- > 2011-2012 Post-doc at the University of Western Australia, School of Psychology
- > 2013-now Research Assistant Professor at the University of Western Australia, School of Psychology

## What is your current employer and job title?

- > Research Assistant Professor at the University of Western Australia, School of Psychology
- > Transferring into: Lecturer at the University of Melbourne, Psychology

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Expertise on motivation and decision making;
- > General research skills (method development, analyses, writing, etc);
- > Managing a long-term project.

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

- > Not possible to have my current job without a PhD.

## Pieter Desmet



### PhD thesis

In money we trust? Trust repair and the psychology of financial compensations

### Date of public defence

May 10, 2011

### University

Erasmus University Rotterdam

### Current job

Academic Researcher at Law and Economics, Erasmus University Rotterdam



## Joel Vuolevi



### PhD thesis

Incomplete information in social interactions

### Date of public defence

May 13, 2011

### University

VU University Amsterdam

### Current job

Unknown



## Petra Tenbült



### PhD thesis

Understanding consumers' attitudes toward novel food technologies

### Date of public defence

June 1, 2011

### University

Maastricht University

### Current job

Lecturer Academia for Creative Industries at Fontys Hogescholen and lecturer at Dept Media and Communication at EUR



**PhD thesis**

An instrumental account of deception in bargaining

**Date of public defence**

June 15, 2011

**University**

Leiden University

**Supervisor(s)**

Prof.dr. E. van Dijk, prof.dr. I. van Beest, dr. W. Steinel

**What was your first employer and job title after completing your PhD?**

> Post-doctoral researcher at the University of Amsterdam

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> None.

**What is your current employer and job title?**

> Post-doctoral researcher at the University of Amsterdam

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Currently I use most of the skills I learned during my PhD: analyzing data, creating experiments, writing academic papers, teaching, et cetera. In the future this may change depending on whether I get a job inside or outside of science.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> It's a requirement for a post-doctoral position. It also helps I have all the experience I need to perform my current job.



## Shaul Shalvi



### PhD thesis

Ethical decision making: On balancing right and wrong

### Date of public defence

July 1, 2011

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. C.K.W. de Dreu, dr. M.J.J. Handgraaf



### What was your first employer and job title after completing your PhD?

> 2010-2012      Post-doc at De Dreu's lab

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2012-now      Senior Lecturer at Ben-Gurion University of the Negev, Israel

### What is your current employer and job title?

> 2012-now      Senior Lecturer at Ben-Gurion University of the Negev, Israel

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

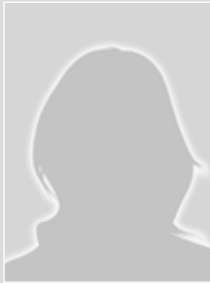
- > Professional network;
- > Presentation skills;
- > Writing and publishing skills.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Essential - I am in academia...

## Ashley Hoben

245



### PhD thesis

An evolutionary investigation of consanguineous marriages

### Date of public defence

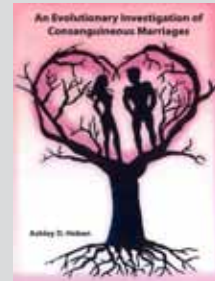
July 14, 2011

### University

University of Groningen

### Current job

Unknown



## Niek Hoogervorst



### PhD thesis

On the psychology of displaying ethical leadership: A behavioural ethics approach

### Date of public defence

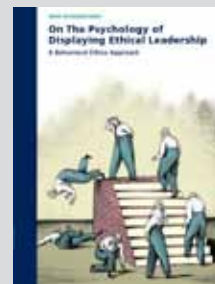
September 23, 2011

### University

Erasmus University Rotterdam

### Current job

Assistant Professor, Rotterdam School of Management



## Barbara Nevicka



### PhD thesis

Narcissistic leaders: The appearance of success

### Date of public defence

October 6, 2011

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. A.E.M. van Vianen, dr. A.H.B. de Hoogh



### What was your first employer and job title after completing your PhD?

> Assistant Professor, Department of Work & Organizational Psychology (University of Amsterdam)

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> Same as above.

### What is your current employer and job title?

> Same as above.

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> I found most of the skills and experiences highly relevant for my current job because the courses were particularly focused on advancing skills that would be valuable for an academic career. I found the methods courses especially relevant but also courses such as writing reviews and papers. It also enabled greater collaboration with PhD students from other universities.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Because I have remained in academia, my degree is directly relevant for my current job.

**PhD thesis**

Self-regulation in interpersonal interactions: Two regulatory selves at work

**Date of public defence**

December 12, 2011

**University**

VU University Amsterdam

**Supervisor(s)**

Prof.dr. P.A.M. van Lange, dr. C. Finkenauer

**What was your first employer and job title after completing your PhD?**

> Post-doc at VU University Amsterdam

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> From January 2012 I became Assistant Professor at the Department of Social and Organizational Psychology at VU University Amsterdam

**What is your current employer and job title?**

> Assistant Professor at the Department of Social and Organizational Psychology at VU University Amsterdam

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> I learned how to do research which is my main task in the current position.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> It's a requirement for doing my profession.



**Annemarie Loseman**

**PhD thesis: Me, myself, fairness, and I: On the self-related processes of fairness reactions**

**You are a Business Intelligence Specialist at the Care Assessment Centre (CIZ). What does this position entail?**

>> I am responsible for the storage and management of business data of the CIZ. I also use this database to provide information that is needed internally or at the Ministry of Health, Welfare, and Sport (of which the CIZ is an implementing body). This can be, for example, information on the number of (external) employees, clients, or assessments.

**That sounds very different from conducting scientific research. Is that correct?**

do things as I thought they were best.

**Your dissertation was about fairness. Can you tell me something about that?**

>> For long time it was thought that feelings of fairness were almost exclusively social in nature. Context and others were thought to determine how fair a situation would be judged. My research, however, showed that the perceptions of fairness are strongly driven by individualistic self-related processes. More specifically, we knew already that individuals who were made insecure by manipulations in the lab experienced just situations

**“The explanation is that just situations confirm the self, whereas unjust situations generally do the opposite”**

>> Yet there is an important similarity: when conducting scientific research, one also works a lot with data. It's like a puzzle, looking for patterns, answers and solutions, something I always enjoyed, both here as well as at the university. In my present work, the emphasis is just is a lot more on the data itself, and it's responsible management. Differently than at the university I am now much more dependent on what others are doing. I am part of a large chain. At the university I was a lot more autonomous. Although I had to take into account my promotor, I had a lot of freedom to

more easily as just and unjust situations more easily as unjust. By demonstrating that these individuals also reacted more positively towards unfair situations that provided positive self-affirmation, we provided some evidence that self-related aspects of fairness are involved in these kind of fairness processes. The explanation is that just situations confirm the self, whereas unjust situations generally do the opposite. When made insecure, people search for self-confirmation, and thus, are more vulnerable to perceived justice and injustice.

## interview

The research has made me more aware of what fairness and justice entail: much more than people often think. It also involves, for instance, respect, consideration for procedures, and grant people their right to voice their opinion. In practice, there is much to gain there. I notice that, for instance, with regard to procedures at work. I make remarks about it, for example: 'If you really want to do this right, you should also involve so-and-so'.

### How did you experience your time as a PhD student?

>> I experienced it as a vibrant period and a pleasant time with co-workers. I went to conferences and collaborated, sometimes intensively, with others. In hindsight, it was a very intense time too. I experienced quite a bit of stress because my experiments did not always show the results I had hoped for. Furthermore, I was

always involved in my work, which made it very intense. For that matter, I am glad I can now close the door of my office at six o'clock.

### What would you recommend (aspirant) PhD students?

>> Apart from my PhD research, I conducted a completely different study, together with a friend from another university. We also published about it together. Collaborating with somebody you like, and writing a successful article about it, was very motivating and refreshing. It made me more confident. So, if you have time and are free to do it, I would recommend PhD students to conduct a little 'side project'. Doing something else for a moment, gives room and inspiration for your PhD research.



#### PhD thesis

Me, myself, fairness, and I: On the self-related processes of fairness reactions

#### Date of public defence

October 24, 2011

#### University

Utrecht University

#### Supervisor(s)

Prof.dr. K. van den Bos, dr. J.R.C. Ham

**YEAR** 12



## Roos Pals



### PhD thesis

Zoo-ming in on restoration: Physical features and restorativeness of environments

### Date of public defence

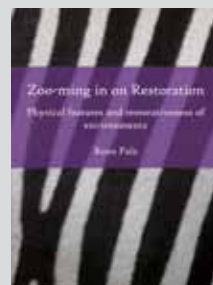
January 9, 2012

### University

University of Groningen

### Supervisor(s)

Prof.dr. E.M. Steg, prof.dr. K.I. van Oudenhoven - van der Zee, dr. F.W. Siero



### What was your first employer and job title after completing your PhD?

- > Hanze University of Applied Sciences Groningen, School of Social Studies, Applied Psychology - Teacher, developer of the first year course Social Psychology
- > Hanze University of Applied Sciences Groningen, School of Social Studies, Applied Psychology - Teacher environmental Psychology
- > Hanze University of Applied Sciences Groningen, School of Social Studies, Applied Psychology - Projectcoach Applied Research

### What were your jobs and employers after that (if any), and in which years did you work in each job?

- > Starting September 2013 I also work as a researcher at the innovation workplace: Health Space Design at Kenniscentrum NoorderRuimte (also part of Hanze University of Applied Sciences Groningen).

### What is your current employer and job title?

- > See first and second question.

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Analytical, communicational and planning skills (project management).

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

- > Hanze University of Applied Sciences aims to take applied research to a higher level. They aim to reach this goal by giving their teaching staff the opportunity to get their PhD degree, and to hire new teachers who have a PhD.

**PhD thesis**

Collective action: A regulatory focus perspective

**Date of public defence**

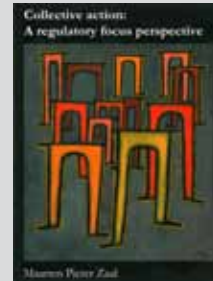
February 16, 2012

**University**

Leiden University

**Supervisor(s)**

Prof.dr. N. Ellemers, dr. C. van Laar, dr. T. Stahl

**What was your first employer and job title after completing your PhD?**

> Postdoc at Leiden University, where I studied the role of social norms in rule compliance.

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> After this, I worked as a postdoc on another project at Leiden University, investigating the effectiveness of monetary community compensation in facility siting decisions.

**What is your current employer and job title?**

> I currently work for the University of Exeter as a postdoctoral research fellow. Here, I study the link between politicization and radicalization and the role moral conviction plays in activism.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> I think the most valuable skill I acquired during my time as a KLI PhD student was the ability to detect where interesting and promising avenues for research are in my field.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> After my PhD I applied for, and received, a research grant from the EU. This would not have been possible had I not been awarded my PhD.

## Erik Bijleveld



### PhD thesis

The unconscious and conscious foundations of human reward pursuit

### Date of public defence

February 17, 2012

### University

Utrecht University

### Supervisor(s)

Prof.dr. H. Aarts, dr.ir. R. Custers



### What was your first employer and job title after completing your PhD?

> I first became a temporary teaching/research staff member at Utrecht University, Social and Organizational Psychology (which is the same department as where I did my PhD).

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> Assistant Professor at Radboud University Nijmegen, Behavioral Science Institute, Work, Stress and Health group (from April 1, 2014)

### What is your current employer and job title?

> Assistant Professor at Radboud University Nijmegen, Behavioral Science Institute, Work, Stress and Health group

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Apart from learning a lot about doing science (I am still learning and I enjoy doing that every day), I learned how to teach effectively during my PhD. This has helped me a lot in developing the courses that I now teach, but even more so in coaching my students towards becoming aware of how useful they can be as psychologists.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Having stayed in science, it has simply been a requirement.

**PhD thesis**

Intuition versus deliberation: The role of information processing in judgment and decision making

**Date of public defence**

February 28, 2012

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. J. van der Pligt, dr. G.A. van Kleef

**What was your first employer and job title after completing your PhD?**

> Lecturer in Behavioural Decision Making at Leeds University Business School

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> No other employers.

**What is your current employer and job title?**

> Lecturer in Behavioural Decision Making at Leeds University Business School

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

> Obtaining a network of fellow social psychologists.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> Meeting the requirement of lecturer in Behavioural Decision Making.

## Janina Marguc-Steck



### PhD thesis

Stepping back while staying engaged:  
On the cognitive effects of obstacles

### Date of public defence

March 1, 2012

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. J.A. Förster, dr. G.A. van Kleef



### What was your first employer and job title after completing your PhD?

> Immediately after the PhD, I took a short break from science to explore other options. The first employer was the NGO Fairfood International. The job title was E-Campaigner.

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> During the same year, 2012, I also did some project-based work and teaching at UvA. The former included conducting background research for a book, writing, and communication strategy consulting for small brands. In 2013, I returned to UvA as a UD.

### What is your current employer and job title?

> See above.

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> It is hard to say which skills or experiences I would attribute specifically to my time as a PhD student, because many are rather general and were further deepened during that time. For instance: Scientific reasoning, analytical and creative problem solving, ability to quickly learn about new topics, knowing where and how to find and synthesise information, data analysis, SPSS, designing experiments and questionnaires, and writing.

> In addition, the following were perhaps more directly attributable to the PhD time: Developing longer-term projects, patience, dealing constructively with criticism, writing reviews, teaching/supervising.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> For work at the university, it was essential. When I talked to or worked with people outside academia, it was the expertise specific to the topics I examined during the PhD (e.g., engagement, motivation, social cognition, creativity) and general research skills. The PhD also gave some credibility in the sense that people think you are probably able to work hard over a sustained period of time.

**PhD thesis**

A structured approach to need for structure at work

**Date of public defence**

March 29, 2012

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. N. W. van Yperen, dr. E. F. Rietzschel

**What was your first employer and job title after completing your PhD?**

> Hanze University of Applied Sciences - Teacher of Applied Psychology

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> Pentascope (September 2012 to February 2013)

**What is your current employer and job title?**

> Hanze University of Applied Sciences - Teacher of Applied Psychology

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Critical thinking;
- > Feedback skills;
- > Presentation skills;
- > Research skills.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> I am mainly involved in courses that involve research skills and statistics. Within these courses I supervise bachelor theses and teach applied research and statistics. Next to this I coach students during research projects. Furthermore I work as a researcher at one of the knowledge centres of Hanze University.

## Stephanie Welten


**PhD thesis**

Concerning shame

**Date of public defence**

January 20, 2012

**University**

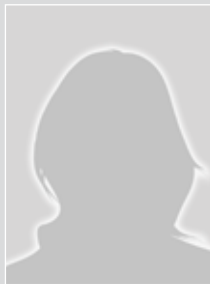
Tilburg University

**Current job**

Assistant Professor at University of Amsterdam



## Monica Blaga


**PhD thesis**

Performance attainment and intrinsic motivation: An achievement goal approach

**Date of public defence**

April 5, 2012

**University**

University of Groningen

**Current job**

Lecturer in Psychology at University of Groningen





**Jack Dovidio**  
International advisor KLI



## interview

Jack Dovidio is a world expert on prejudice, stereotyping, and inter-group behaviour and works as a professor at the prestigious Yale University. He participated in the KLI in different ways, for instance, by giving workshops and working with Dutch PhD students on their research.

### **What is your impression of the KLI, as it developed during the years?**

>> Over the years, I witnessed a significant change in student attitude and participation. The KLI became increasingly integrated in the PhD trajectory. Regardless of the exact topic of their PhD project, students increasingly became a cohort. At the KLI they met with peers, became friends, and

### **and organisational psychology of different universities?**

>> I am a big fan of the KLI. I think it was a genius idea to found a joint graduate school! Different universities have different specialties and strengths. Together they complement each other.

Moreover, I think that having an interuniversity graduate school is a highly efficient and cost-effective way to provide graduate education at the highest level. I wish we could emulate this idea in the US. However, geographical distances are much larger in the US, and there is a weaker tradition of cooperation. That makes it difficult to sustain a kind of cohort as the KLI does. As a consequence, in the US, different universities all have

## “I am a big fan of the KLI”

collaborated more intensively. The KLI brings about the message that the field isn't competitive (as it may seem) and that everyone benefits from collaboration. I think that is an important message, a message that has helped transform the field into one in which international scholars collaborate much more than they compete.

### **What is your opinion about the concept of the KLI, i.e., a graduate school for PhD students in social**

their own graduate schools rather than a joint one.

### **In your experience, is there a difference between US and European social psychologists?**

>> One thing that differs is that, in Europe, social psychology is more applied. In the US policy makers do not turn to social psychologists as much as in Europe. One of the consequences is that, in the US, the focus lies more on

fundamental research. In the past, social psychology in Europe and the US used to differ much more in terms of research themes and perspectives. For instance, twenty years ago social cognition was a theme that was almost exclusively studied in the US.

Today, however, few differences remain. We all have a common method and a common language of approach-

tious, and it is possible that they particularly pressure themselves.

**You are a leading expert in the field, have an impressive list of publications and invest heavily in education. How do you manage to do all of that?**

>> My wife used to complain that

## “Social psychologists are the nicest and brightest people I ever met”

ing problems. Moreover, with the emergence of electronic communication cooperating with colleagues from the European continent has become very efficient. We can work on a paper 16 hours a day: if I am awake and working on a paper, my European colleagues sleep and vice versa! Moreover, cooperating with each other is very easy: social psychologists are the nicest and brightest people I ever met.

I had no hobbies. Luckily she understands now that my work is my hobby and that many colleagues are also my friends. I don't have to choose between work and pleasure: I love what I do; I love being a social psychologist. That gives me the energy to do all of that.

**What is your opinion about the pressure to publish that some social psychologists experience?**

>> The pressure to publish is real. But publishing is what social psychologists do! When I ask PhD students how many papers they aim to write in the next two years they almost always mention a number higher than I would pick. So people are also ambi-

## Anita de Vries



### PhD thesis

Specificity in personality measurement

### Date of public defence

April 19, 2012

### University

VU University Amsterdam

### Supervisor(s)

Prof.dr. M.Ph. Born, dr. R.E. de Vries



### What was your first employer and job title after completing your PhD?

> Na mijn studie ben ik bij psychologisch adviesbureau NOA ([www.noa-vu.nl](http://www.noa-vu.nl)) gaan werken als psycholoog/adviseur. NOA heeft het mogelijk gemaakt dat ik naast mijn baan voor 3 dagen per week vier jaar lang promotieonderzoek mocht doen aan de VU.

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> Na het afronden van mijn promotietraject in 2012 ben ik weer voor 5 dagen per week aan het werk bij NOA gegaan.

### What is your current employer and job title?

> Begin maart ga ik na 7 jaar gewerkt te hebben bij NOA, werken bij het CAOP (Centrum Arbeidsverhoudingen Overheidspersoneel) in Den Haag als toetsdeskundige.



## PhD thesis

Tricky treats: How and when temptations boost self-control

## Date of public defence

April 20, 2012

## University

Utrecht University

## Supervisor(s)

Prof.dr. D.T.D. de Ridder, dr. C. Evers



## What was your first employer and job title after completing your PhD?

> Post-doc researcher at Utrecht University

## What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2012-2014 Post-doc, Utrecht University

> 2014-current Assistant professor, Utrecht University

## What is your current employer and job title?

> Assistant professor, Utrecht University

## Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Being able to clearly distill and communicate the essence of my research (in writing, oral presentations, as well as conversations).

## What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> I wouldn't have got this job without having my doctor's degree!

## Bastiaan Rutjens



### PhD thesis

Start making sense: Compensatory responses to control- and meaning threats

### Date of public defence

June 15, 2012

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. J. van der Pligt, dr. F. van Harreveld



### What was your first employer and job title after completing your PhD?

> University of British Columbia, Postdoc (1 year from April 1, 2012 to March 31, 2013)

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> Assistant professor, University of Amsterdam (from April 1, 2013 to present)

### What is your current employer and job title?

> University of Amsterdam, assistant professor

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

> Having a collaborative and (sub)discipline-transcending mindset.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> It's pivotal since I still work in academia.

**PhD thesis**

Searching for a match: The formation of person-organization fit perceptions

**Date of public defence**

June 20, 2012

**University**

University of Amsterdam

**Supervisor(s)**

Prof.dr. A.E.M. van Vianen, dr. U.-C. Klehe

**What was your first employer and job title after completing your PhD?**

> Rathenau Instituut, Researcher

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

> N/A

**What is your current employer and job title?**

> Rathenau Instituut, Researcher

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Analytical skills;
- > Meeting other researchers PhD's;
- > See different opinions/perspectives.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

> It enables me to work as a researcher.

## Marleen Gillebaart



### PhD thesis

When people favor novelty over familiarity and how novelty affects creative processes

### Date of public defence

June 26, 2012

### University

University of Amsterdam

### Supervisor(s)

Prof.dr. J.A. Förster, dr. M. Rotteveel



### What was your first employer and job title after completing your PhD?

> University College London, Lecturer

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> 2013-present    Universiteit Utrecht, Post-doc

### What is your current employer and job title?

> Universiteit Utrecht, Post-doc

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > Networking;
- > Debating;
- > Receiving feedback from peers.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> Wouldn't have gotten the job otherwise 😊

**PhD thesis**

They steal our women: Outgroup members as romantic rivals

**Date of public defence**

July 9, 2012

**University**

University of Groningen

**Supervisor(s)**

Prof.dr. A.P. Buunk, dr. T.V. Pollet

**What was your first employer and job title after completing your PhD?**

- > University of Groningen, Department of psychology

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > Riga Business school, September/December 2013 - guest teaching

**What is your current employer and job title?**

- > Lecturer - Department of Psychology, University of Groningen

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Methodological skills;
- > Presentation skills;
- > Exposure to current and ongoing research within social psychology.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > Even though the Doctor title is not a requirement in my current job, it is helpful especially while teaching research oriented practical courses. Also it adds to the flexibility of the responsibilities I can take on, for instance coordinating courses and designing course content. Further, being a Doctor in Psychology I can apply to positions with a strong research component, and work on grant proposals.



## Jessanne Mastop



### PhD thesis

On postural reactions: Contextual effects on perceptions of and reactions to postures

### Date of public defence

September 27, 2012

### University

Leiden University

### Supervisor(s)

Prof.dr. E. van Dijk, dr. M. Stel



### What was your first employer and job title after completing your PhD?

> ECN (Energie onderzoek Centrum Nederland), Researcher

### What were your jobs and employers after that (if any), and in which years did you work in each job?

> None.

### What is your current employer and job title?

> See first question.

### Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?

- > General psychology knowledge;
- > General research skills (e.g. defining research questions, setting up research etc.);
- > Academic writing;
- > Presenting;
- > Academic network.

### What has been the added value of your status as a Doctor in Psychology in your professional life or current job?

> More advanced research skills, more independent working conditions, quicker growth into higher positions.

**PhD thesis**

Dealing with differences: Managing the benefits and threats of cultural diversity in the workplace

**Date of public defence**

October 29, 2012

**University**

University of Groningen

**Current job**

Lecturer at UvA, Researcher at Windesheim



## Laura Dannenberg

**PhD thesis**

Fooling the feeling of doing: A goal perspective on illusions of agency

**Date of public defence**

November 28, 2012

**University**

University of Amsterdam

**Current job**

Unknown



## Yvette van Osch



### PhD thesis

Show or hide your pride

### Date of public defence

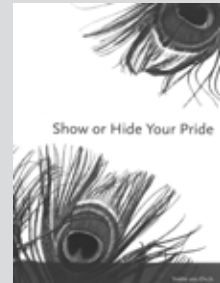
Show or hide your pride

### University

Tilburg University

### Current job

Assistant professor in Social Psychology at  
Tilburg University



## Jessie de Witt Huberts



### PhD thesis

License to sin: A justification-based  
account of self-regulation failure

### Date of public defence

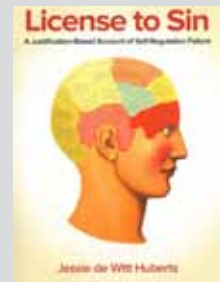
December 6, 2012

### University

Utrecht University

### Current job

Unknown



**PhD thesis**

Around leadership: Using the leadership circumplex to study the impact of individual characteristics on perceptions of leadership

**Date of public defence**

December 7, 2012

**University**

VU University Amsterdam

**Supervisor(s)**

Prof.dr. M. van Vugt, dr. R.E. de Vries, dr. A.C. Homan

**What was your first employer and job title after completing your PhD?**

- > Berenschot (consulting firm) - Consultant (at the department of Communication, Organizational Development and Management Development).
- > CLS360Ltd - Based on the instrument that was constructed as part of my PhD an Australian firm was started for sales and use of the instrument worldwide. I am the academic advisor of the company and work on freelance basis on several projects.

**What were your jobs and employers after that (if any), and in which years did you work in each job?**

- > None, still working at the companies above.

**What is your current employer and job title?**

- > Same.

**Which of the skills or experiences acquired during your time as a KLI PhD do you now see as most useful for your further professional career or current job?**

- > Project management;
- > Academic thinking;
- > Knowledge on leadership.

**What has been the added value of your status as a Doctor in Psychology in your professional life or current job?**

- > Status.



**Gerben Langendijk**

**PhD thesis: Power, procedural fairness & prosocial behavior**

**A position at Booking.com is not the first that comes to mind when you think about a graduated psychologist. How did you end up there?**

>> Booking.com is an Amsterdam based international company which hosts a hotel booking website that offers hotel rooms and other types of accommodations worldwide and is currently market leader in it's area. The position I have at the moment, consumer psychologist, did not exist initially. Through some people I knew, I had an informal talk with Booking.com about what a psychologist could do for the company. Afterwards, they were very enthusiastic and I could

the website or the way information is framed.

Just like at the university, we continuously conduct experiments here: one group of consumers is presented with a modified website, another group with an unmodified version. Subsequently, data is collected which enables us to examine the effect of the website's modification on consumers' booking behaviour. This generates huge datasets.

I use all kinds of social-psychological theories and literature, for example from Cialdini and Kahneman, to generate ideas about what could work. Differently than at the university,

## **“Just like at the university, we continuously conduct experiments here”**

start immediately. In the meantime I was able to show my added value and have been working there for 2.5 years now

**What is it that you exactly do as a consumer psychologist at Booking.com?**

>> My role is to examine and advise about how the website, from a psychological perspective, can be improved. What about the website and its contents can be modified or improved to have more people use the website and book hotels? Think about the colors of

projects do not last long here. When somebody works on a project for a week, it is considered a long time already.

**You got your PhD degree not very long ago (2012). How do you experience the transition from the academic world to the business sector?**

>> What I needed to learn, and what remains a challenge, is to translate abstract theories into concrete examples and specific ideas. The step must be made from theory to practice.

## interview

On a daily basis I provide feedback to non-psychologists and they need to understand what I am talking about. I also had to get used to dealing with short, intensive projects, which is completely different than doing one project for four years. This makes my current work more diverse and dynamic than the work at the university.

ple who conducted similar research and learn about new techniques and areas.

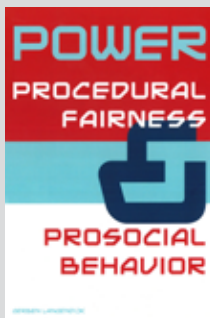
I also was a member of the ASPO dissertation committee, where I got to read several dissertations, that together with other PhD students from other universities, we had to evaluate.

### “The step must be made from theory to practice”

**What was helpful for you during your time as a PhD student?**

>> As a PhD student I was affiliated to the Open University (OU). Although there were other PhD students at the OU, they conducted different types of research. Therefore I enjoyed the KLI meetings where I could meet peers from other universities, talk with peo-

These were great ways to meet people and to learn about the research of others in the field. It gave me new ideas for my own research, for example by approaching it from a different angle. Moreover, this broader orientation also helped me a lot in my current position.



#### **PhD thesis**

Power, procedural fairness & prosocial behavior

#### **Date of public defence**

January 13, 2012

#### **University**

Open University

#### **Supervisor(s)**

Prof.dr. J. von Grumbkow, dr. M. van Dijke





# KLI dissertation series

## PhD students and supervisors

### 1997

Hartog, D.N. den  
Nijenhuis, J. te

Prof.dr. P.L. Koopman, prof.dr. P.J.D. Drenth  
Prof.dr. H. van der Flier, prof.dr. N. Bleichrodt

### 1998

Eerde, W. van  
Eijnden, R.J.J.M. van den  
Gordijn, E.H.  
Hagedoorn, M.  
Kluwer, E.S.  
Vegt, G. van der  
Verburg, R.M.  
Werkman, W.M.  
Wigboldus, D.H.J.  
Zwier, S.

Prof.dr. H. Thierry, prof.dr. M. Frese  
Prof.dr. B.P. Buunk  
Prof.dr. A.S.R. Manstead, dr. N.K. de Vries, prof.dr. C.K.W. de Dreu  
Prof.dr. E. van de Vliert, prof.dr. B.P. Buunk  
Prof.dr. E. van de Vliert, prof.dr. B.P. Buunk  
Prof.dr. E. van de Vliert  
Prof.dr. P.L. Koopman, prof.dr. P.J.D. Drenth  
Prof.dr. G.R. Semin  
Prof.dr. G.R. Semin, prof.dr. R. Spears  
Prof.dr. G.R. Semin

### 1999

Berg, A. van den  
Bruin, E. de  
Dijk, W.W. van  
Giebels, E.  
Heimbeck, D.  
Hoekstra, M.  
Knippenberg, B. van  
Oldersma, F.L.  
Rodriguez, P.M.  
Sliedregt, T. van  
Weerd, M. de  
Yzer, M.

Prof.dr. C. Vlek  
Prof.dr. P.A.M. van Lange  
Prof.dr. J. van der Pligt, prof.dr. A.S.R. Manstead  
Prof.dr. E. van de Vliert, prof.dr. C.K.W. de Dreu  
Prof.dr. M. Frese, dr. S. Sonnentag  
Prof.dr. P.G. Klandermans  
Prof.dr. H.A.M. Wilke, dr. R. Vermunt  
Prof.dr. B.P. Buunk, prof.dr. E. van de Vliert  
Prof.dr. A.S.R. Manstead, prof.dr. A. Fischer  
Prof.dr. H. Thierry, dr. A. Evers, dr. W. Altink  
Prof.dr. P.G. Klandermans  
Prof.dr. B.P. Buunk

### 2000

Barreto, M.  
Costa, A.C.  
Dyck, C. van  
Gatersleben, B.  
Görts, C.  
Groenenboom, C.K.W.  
Hoeksema-van Orden, C.  
Jager, W.

Prof.dr. N. Ellemers, prof.dr. G.R. Semin  
Prof.dr. R.A. Roe, prof.dr. T. Taillieu  
Prof.dr. M. Frese, prof.dr. S. Sonnentag  
Prof.dr. C.A.J. Vlek  
Prof.dr. G.R. Semin  
Prof.dr. H.A.M. Wilke, dr. A.P. Wit  
Prof.dr. A.P. Buunk, prof.dr. A.W.K. Gaillard  
Prof.dr. C.A.J. Vlek

Koole, S.L.  
Kuijer, R.  
Ouwerkerk, J.W.  
Timmers, M.  
Wilke, M.

Prof.dr. A.F.M. van Knippenberg, dr. A.J. Dijksterhuis  
Prof.dr. A.P. Buunk, prof.dr. R. Sanderman, dr. J.F. Ybema  
Prof.dr. N. Ellemers, prof.dr. G.R. Semin  
Prof.dr. A.S.R. Manstead, prof.dr. A.H. Fischer  
Prof.dr. C.G. Rutte, prof.dr. A.F.M. van Knippenberg

## 2001

Beest, I. van  
Berge, M. ten  
Bos, A.  
Dechesne, M.  
Dijkstra, P.  
Harinck, F.  
Harland, P.  
Harreveld, F. van  
Kolk, N.J.  
Leeuwen, E. van  
Rauch, A.  
Rijswijk, W. van  
Sweeney, L.

Prof.dr. H.A.M. Wilke, dr. E. van Dijk  
Prof.dr. W.K.B. Hofstee, dr. B. de Raad  
Prof.dr. G. Kok, dr. A. Dijker  
Prof.dr. J. Janssen, prof.dr. A.F.M. van Knippenberg  
Prof.dr. A.P. Buunk  
Prof.dr. C.K.W. de Dreu  
Prof.dr. H.A.M. Wilke, dr. H. Staats  
Prof.dr. J. van der Pligt, prof.dr. N.K. de Vries  
Prof.dr. H. van der Flier, prof.dr. N. Bleichrodt, dr. M. Born  
Prof.dr. N. Ellemers, dr. D. van Knippenberg  
Prof.dr. M. Frese, prof.dr. S. Sonnentag  
Prof.dr. N. Ellemers, prof.dr. G.R. Semin  
Prof.dr. G.R. Semin

## 2002

Beersma, B.  
Brenninkmeijer, V.  
Dijke, M. van  
Huang, X.  
Karremans, J.  
Keijzer, B.  
Linden, D. van der  
Prooijen, J.W. van  
Scheepers, D.  
Schönrock-Adema, J.

Prof.dr. C.K.W. de Dreu  
Prof.dr. A.P. Buunk, dr. N. van Yperen  
Prof.dr. J. Rijsman, dr. T. Poppe  
Prof.dr. E. van de Vliert  
Prof.dr. P.A.M. van Lange  
Prof.dr. R. Spears, dr. W. Koomen, prof.dr. D.A. Stapel  
Prof.dr. M. Frese, prof.dr. S. Sonnentag  
Prof.dr. H.A.M. Wilke, prof.dr. K. van den Bos  
Prof.dr. R. Spears, prof.dr. A.S.R. Manstead, dr. B. Doosje  
Prof.dr. G. Lang, prof.dr. K.I. van Oudenhoven-van der Zee

## 2003

Arends-Tóth, J.  
Baaren, R. van  
Bennenbroek, F.  
Beukeboom, C.J.  
Hemert, D. van  
Holland, R.

Prof.dr. A.J.R. van de Vijver  
Prof.dr. A.F.M. van Knippenberg, dr. K. Kawakami  
Prof.dr. A.P. Buunk, prof.dr. R. Sanderman  
Prof.dr. G.R. Semin  
Prof.dr. Y.H. Poortinga, prof.dr. A.J.R. van de Vijver  
Prof.dr. A.F.M. van Knippenberg, prof.dr. B. Verplanken

Miedema, J.  
Mierlo, H. van

Roefs, M.  
Schippers, M.  
Taris, R.

Prof.dr. K. van den Bos, prof.dr. P.A.M. van Lange, dr. R. Vermunt  
Prof.dr. C.G. Rutte, prof.dr. M.A.J. Kompier, prof.dr. J.A.C.M.  
Doorewaard  
Prof.dr. P.G. Klandermans, dr. J.L. Olivier  
Prof.dr. P.L. Koopman, prof.dr. D.N. den Hartog  
Prof.dr. P.J.D. Drenth, dr. J.A. Feij

## 2004

Best-Waldhofer, M. de  
Brink, B.E.H. ten

Frieswijk, N.  
Goslinga, S.  
Groothof, H.A.K.  
Ham, J. R. C.  
Handgraaf, M.J.J.  
Hoof, E.A.J. van  
Hoogh, A.H.B. de  
Kleef, G.A. van  
Mulder, L.  
Ruys, K.  
Steinel, W.  
Tazelaar, M.J.A.

Prof.dr. C.K.W. de Dreu, prof.dr. D.L. van Knippenberg  
Prof.dr. P.L. Koopman, prof.dr. D.N. den Hartog, prof.dr. J.J.  
van Muijen  
Prof.dr. A.P. Buunk, prof.dr. J.P.J. Slaets  
Prof.dr. P.G. Klandermans  
Prof.dr. A.P. Buunk  
Prof.dr. A.F.M. van Knippenberg, prof.dr. R. Vonk  
Prof.dr. E. van Dijk, prof.dr. H.A.M. Wilke, dr. R. Vermunt  
Prof.dr. H. van der Flier, dr. M.Ph. Born, dr. T.W. Taris  
Prof.dr. P.L. Koopman, prof.dr. D.N. Den Hartog  
Prof.dr. C.K.W. de Dreu, prof.dr. A.S.R. Manstead  
Prof.dr. E. van Dijk, dr. D. de Cremer  
Prof.dr. R. Spears, dr. E. Gordijn, prof.dr. N. de Vries  
Prof.dr. C.K.W. de Dreu  
Prof.dr. P.A.M. van Lange

## 2005

Bakker, W.

Dinsbach, A.A.  
Evers, C.A.J.M.

Frijns, T.  
Lange, A. de

Nelissen, R.  
Pater, I. de  
Peters, S.L.  
Renes, R.J.  
Rietzschel, E.F.  
Rink, F.  
Sleeboos, E.  
Steenland, E.  
Stel, M.  
Stouten, J.  
Vet, E. de  
Zaalberg, R.

Prof.dr. K.I. van Oudenhoven-van der Zee, prof.dr. J.P.L.M. van  
Oudenhoven  
Prof.dr. H. van der Flier, dr. J.A. Feij  
Prof.dr. A.H. Fischer, prof.dr. A.S.R. Manstead, dr. P.M. Rodri-  
guez Mosquera  
Prof.dr. P.A.M. van Lange, dr. C. Finkenauer  
Prof.dr. M.A.J. Kompier, dr. T.W. Taris, dr. I.L.D. Houtman,  
Prof.dr. P.M. Bongers  
Prof.dr. N.K. de Vries, dr. A.J. Dijker  
Prof.dr. A.H. Fischer, prof.dr. C.K.W. de Dreu, dr. A.E.M. van Vianen  
Prof.dr. K. van den Bos  
Prof.dr. P.G. Klandermans  
Prof.dr. W. Stroebe, prof.dr. C.K.W. de Dreu, dr. B.A. Nijstad  
Prof.dr. N. Ellemers  
Prof.dr. N. Ellemers, dr. D. de Gilder  
Prof.dr. R.W. Meertens, dr. W. Koomen  
Prof.dr. R. Vonk  
Prof.dr. M. Zeelenberg, prof.dr. E. van Dijk, dr. D. de Cremer  
Prof.dr.ir. J. Brug, prof.dr. N.K. de Vries, dr. J. de Nooijer  
Prof.dr. A.S.R. Manstead, prof.dr. A.H. Fischer

Zebel, S.

Prof.dr. R. Spears, dr. B. Doosje

## 2006

Carmona Rodriguez, C.  
Custers, R.  
Dijkstra, M.T.M.  
Dreezens, E.  
Homan, A.C.  
Schwinghammer S.A.  
Ståhl, T.K.  
Stekelenburg, J. van  
Yang, H.  
Zomeren, M. van

Prof.dr. A.P. Buunk, prof.dr. J.M. Peiro, dr. A. Dijkstra  
Prof.dr. H. Aarts, prof.dr. K. van den Bos  
Prof.dr. C.K.W. de Dreu, dr. D. van Dierendonck, dr. A.V.A.M. Evers  
Prof.dr. N.K. de Vries, prof.dr. G.J. Kok, dr. C. Martijn  
Prof.dr. C.K.W. de Dreu, prof.dr. D. van Knippenberg  
Prof.dr. D.A. Stapel  
Prof.dr. N. Ellemers, prof.dr. K.Y. Törnblom, dr. R. Vermunt  
Prof.dr. B.G. Klandermans, dr. W.W. van Dijk  
Prof.dr. E. van de Vliert, prof.dr. Kan Shi  
Prof.dr. R. Spears, prof.dr. A. H. Fischer

## 2007

Abrahamse, W.  
Alberts, H.J.E.M.  
Berg, H. van den  
  
Bongers, K.C.A.  
Danner, U.N.  
Derks, B.  
Homsma G.J.  
  
Jostmann N.B.  
Ko, S.J.  
Kooij-de Bode, H.  
Kwaadsteniet, E.W. de  
Liver, Y. de  
Mol, S.T.  
Nordgren, L.F.  
Oldenhuis, H.K.E.  
Schalk-Soekar, R.G.S.  
Scholten, L.  
  
Steenbergen, E.F. van  
Trampe, D.  
Tumewu, M.  
Wenneker, C.P.J.  
Wisman, A.

Prof.dr. C.A.J. Vlek, prof.dr. J.A. Rothengatter, dr. E.M. Steg  
Prof.dr. N. de Vries, prof.dr. H.L.G.J. Merckelbach, dr. C. Martijn  
Prof.dr. J. van der Pligt, prof.dr. A.S.R. Manstead, prof.dr.  
D.H.J. Wigboldus  
Prof.dr. A.J. Dijksterhuis, prof.dr. R. Spears  
Prof.dr. H. Aarts, prof.dr. N. de Vries  
Prof.dr. N. Ellemers, dr. C. van Laar  
Prof.dr. P.L. Koopman, prof.dr. T. Elfring, dr. C. van Dyck, dr.  
D. de Gilder  
Prof.dr. G.R. Semin, dr. S.L. Koole  
Prof.dr. D.A. Stapel, prof.dr. C.M. Judd  
Prof.dr. D. van Knippenberg, prof.dr. C.K.W. de Dreu  
Prof.dr. E. van Dijk, dr. A.P. Wit, dr. D. de Cremer  
Prof.dr. J. van der Pligt, prof.dr. D.H.J. Wigboldus  
Prof.dr. H.T. van der Molen, prof.dr. M.Ph. Born, dr. M.E. Willemsen  
Prof.dr. J. van der Pligt  
Prof.dr. D.A. Stapel, dr. E.H. Gordijn, dr. S. Otten  
Prof.dr. F.J.R. van de Vijver, prof.dr. Y.H. Poortinga  
Prof.dr. C.K.W. de Dreu, prof.dr. D. van Knippenberg, dr.  
B.A. Nijstad  
Prof.dr. N. Ellemers  
Prof.dr. D.A. Stapel, dr. F.W. Siero  
Prof.dr. K. van den Bos, dr. E.S. Kluwer  
Prof.dr. R. Spears, prof.dr. D.H.J. Wigboldus  
Prof.dr. P.A.M. van Lange, dr. S.L. Koole

## 2008

Bos, A van den

Prof.dr. D.A. Stapel

Cihangir, S  
 Dik, G.  
 Dillen, L.F. van  
 Fockenberg, D.A.  
 Greer, L.  
 Heinsman, H.  
 Hooge, I.E. de  
 Lammers, J.  
 Luijters, K.  
 Maas, M.  
 Maringer, M.  
 Meijer, L.A.L. de  
 Niezink, L.W.  
 Oosterhof, A.  
 Pennekamp, S.F.  
 Poortvliet, P.M.  
 Putten, M.K. van  
 Reinders Folmer, C.P.  
 Reitsma, P.M.  
 Velden, F. ten  
 Wehrens, M.J.P.W.  
 Zwenk, F.

Prof.dr. N. Ellemers, dr. M. Barreto  
 Prof.dr. H. Aarts, prof.dr. K. van den Bos  
 Prof.dr. G.R. Semin, dr. S.L. Koole, dr. D.J. Heslenveld  
 Prof.dr. G.R. Semin  
 Prof.dr. K.A. Jehn  
 Prof.dr. P.L. Koopman, prof.dr. J.J. van Muijen, dr. A.H.B. de Hoogh  
 Prof.dr. M. Zeelenberg, dr. S.M. Breugelmans  
 Prof.dr. D.A. Stapel, dr. E.H. Gordijn, dr. S. Otten  
 Prof.dr. K.I. van Oudenhoven-van der Zee, dr. S. Otten  
 Prof.dr. K. van den Bos  
 Prof.dr. D.A. Stapel, dr. E.H. Gordijn, dr. S. Otten  
 Prof.dr. H. van der Molen, prof.dr. M.Ph. Born  
 Prof.dr. B.P. Buunk, dr. F.W. Siero  
 Prof.dr. G. van der Vegt, prof.dr. E. van de Vliert, prof.dr. K. Sanders  
 Prof.dr. A.H. Fischer, dr. B. Doosje, dr. S. Zebel  
 Prof.dr. O. Janssen, prof.dr. N.W. van Yperen, prof.dr. E. van de Vliert  
 Prof.dr. M. van Zeelenberg, prof.dr. E. van Dijk  
 Prof.dr. P.A.M. van Lange, dr. M. Gallucci  
 Prof.dr. G.R. Semin, dr. E. van Leeuwen  
 Prof.dr. C.K.W. de Dreu, dr. B. Beersma  
 Prof.dr. B.P. Buunk, prof.dr. D.A. Stapel  
 Prof.dr. G.R. Semin, dr. J.W. van Prooijen

## 2009

Boezeman, E.J.  
 Brebels, L.G.G.  
 Faddegon, K.  
 Grob, J.  
 Hofstra, J.  
 Klapwijk, A.  
 Leliveld, M.  
 Lokhorst, A.M.  
 Massar, K.  
 Mors, E. ter  
 Noordewier, M.K.  
 Pietersma, S.  
 Pollmann, M.  
 Renkema, L.  
 Riet, J.P. van 't  
 Smeets, R.  
 Stroebe, K.E.  
 Tanghe, J.A.L.

Prof.dr. N. Ellemers  
 Prof.dr. D. de Cremer, prof.dr. C. Sedikides  
 Prof.dr. N. Ellemers, dr. D.T. Scheepers  
 Prof.dr. D.A. Stapel, prof.dr. E.H. Gordijn, prof.dr. S. Otten  
 Prof.dr. J.P. van Oudenhoven, prof.dr. K.I. van Oudenhoven - van der Zee  
 Prof.dr. P.A.M. van Lange  
 Prof.dr. E. van Dijk, dr. I. van Beest  
 Prof.dr. E. van Dijk, prof.dr. G. de Snoo, dr. H.J.A.M. Staats  
 Prof.dr. A.P. Buunk  
 Prof.dr. N. Ellemers, dr. W.H. Weenig, dr. D.D.L. Daamen  
 Prof.dr. D.A. Stapel, prof.dr. M. Zeelenberg  
 Prof.dr. T. Postmes, prof.dr. A. Dijkstra  
 Prof.dr. G.R. Semin, dr. C. Finkenauer  
 Prof.dr. N.W. van Yperen, prof.dr. D.A. Stapel  
 Prof.dr. H. de Vries, dr. R.A.C. Ruiter  
 Prof. dr. A. van Knippenberg, dr. R. Holland  
 Prof.dr. N. Ellemers, dr. M. Barreto  
 Prof.dr. H. van der Flier, dr. B.M. van Knippenberg

Terwel, B.W.  
 Velde, S. van der  
 Veltkamp, M.  
 Ven, N. van de  
 Vliek, M.  
 Vos, M.W.  
 Wiersema, D.  
 Wijn, R.

Prof.dr. N. Ellemers, dr. F. Harinck, dr. D.D.L. Daamen  
 Prof.dr. D.A. Stapel, prof.dr. E.H. Gordijn, prof.dr. S. Otten  
 Prof.dr. H. Aarts, dr. R. Custers  
 Prof.dr. M. Zeelenberg, prof.dr. R. Pieters  
 Prof.dr. R. Spears, dr. C.W. Leach  
 Prof.dr. K.I. van Oudenhoven - van der Zee  
 Prof.dr. J. van der Pligt, dr. F. van Harreveld, dr. M. Rotteveel  
 Prof.dr. K. van den Bos

## 2010

Albers, L.  
 Ayub, N.  
 Baas, M.  
 Bleeker, D.  
 Braun, B.M.  
 Broeders, R.  
 Cem Ersoy, N.  
 Dalley, S.E.  
 Hawk, S.T.  
 Hopman, E.P.C.  
 Horen, F. van  
 Kamans, E.  
 Kessels, L.T.E.  
 Klep, A.H.M.  
 Kubacka, K.E.  
 Lakens, D.  
 Oostrom, J.K.  
 Preenen, T.Y.P.  
 Rupert, J.  
 Schalk, J. van der  
 Schuitema, G.  
 Ulzen, N.R. van  
 Wubben, M.J.J.

Prof.dr. A.J. Dijksterhuis, prof.dr. J. van der Pligt  
 Prof.dr. K.A. Jehn  
 Prof.dr. C.K.W. de Dreu, dr. B.A. Nijstad  
 Prof.dr. N. Ellemers, dr. C. van Laar  
 Prof.dr. S. Otten, prof.dr. E.H. Gordijn, prof.dr. D.A. Stapel  
 Prof.dr. K. van den Bos  
 Prof.dr. M.Ph. Born, prof.dr. H.T. van der Molen, dr. E. Derosus  
 Prof.dr. B.P. Buunk  
 Prof.dr. A.H. Fischer, dr. G.A. van Kleef  
 Prof.dr. P.A.M. van Lange, dr. E.A.C. van Leeuwen  
 Prof.dr. D.A. Stapel, prof.dr. F.M.G. Pieters  
 Prof.dr. S. Otten, prof.dr. E.H. Gordijn  
 Prof.dr. G. Kok, dr. R.A.C. Ruiter, dr. B. Jansma, dr. V. van de Ven  
 Prof.dr. H. van der Flier, prof.dr. B.M. Wisse  
 Prof.dr. P.A.M. van Lange, dr. C. Finkenauer  
 Prof.dr. G.R. Semin, dr. F. Foroni  
 Prof.dr. M.Ph. Born, prof.dr. H.T. van der Molen, dr. A.W. Serlie  
 Prof.dr. A.E.M. van Vianen, dr.ing. I.E. de Pater  
 Prof.dr. K.A. Jehn  
 Prof.dr. A.H. Fischer, prof.dr. D.H.J. Wigboldus, dr. B. Doosje  
 Prof.dr. E.M. Steg  
 Prof.dr. G.R. Semin, prof.dr. P.J. Beek, dr. R.R.D. Oudejan  
 Prof.dr. D. de Cremer, prof.dr. E. van Dijk

## 2011

Avramova, Y.R.  
 Bolderdijk, J.W.  
 Desmet, P.  
 Erp, K.J.P.M. van  
 Hoben, A.D.  
 Hoogervorst, N.

Prof.dr. D.A. Stapel, prof.dr. F.G.M. Pieters  
 Prof.dr. E.M. Steg, prof.dr. T. Postmes  
 Prof.dr. D. de Cremer, prof.dr. E. van Dijk  
 Prof.dr. K.I. van Oudenhoven - van der Zee, prof.dr. E. Giebels  
 Prof.dr. B.P. Buunk  
 Prof.dr. D. de Cremer

Koning, L.  
 Loseman, A.  
 McNeill, I.M.  
 Nevicka, B.  
 Oosterwijk, S.  
 Regenberg, N.  
 Righetti, F.  
 Schinkel, S.  
 Shalvi, S.  
 Tenbult, P.  
 Ufkes, E.G.

Vuolevi, J.H.K.

Prof.dr. E. van Dijk, prof.dr. I. van Beest, dr. W. Steinel  
 Prof.dr. K. van den Bos, dr. J.R.C. Ham  
 Prof.dr. C.K.W. de Dreu, prof.dr. B.A. Nijstad, dr. M.J.J. Handgraaf  
 Prof.dr. A.E.M. van Vianen, dr. A.H.B. de Hoogh  
 Prof.dr. A.H. Fischer, dr. M. Rotteveel  
 Prof.dr. G.R. Semin, dr. M. Hafner  
 Prof.dr. P.A.M. van Lange, dr. C. Finkenauer  
 Prof.dr. A.E.M. van Vianen, dr. D. van Dierendonck  
 Prof.dr. C.K.W. de Dreu, dr. M.J.J. Handgraaf  
 Prof.dr. N.K. de Vries, dr. C. Martijn  
 Prof.dr. S. Otten, prof.dr. K.I. van Oudenhoven - van der Zee,  
 Prof.dr. E. Giebels  
 Prof.dr. P.A.M. van Lange

## 2012

Bijleveld, E.H.  
 Blaga, M.  
 Dannenberg, L.A.  
 Dijkstra, K.A.  
 Gillebaart, M.  
 Goede, M.E.E. de  
 Hofhuis, J.  
 Klavina, L.  
 Kroese, F.M.  
 Langendijk, G.  
 Marguc - Steck, J.  
 Mastop, J.  
 Osch, Y.M.J. van  
 Pals, R.

Redeker, M.  
 Rutjens, B.T.  
 Slijkhuis, J.M.  
 Vries, A. de  
 Welten, S.C.M.  
 Witt Huberts, J.C. de  
 Zaal, M.P.

Prof.dr. H. Aarts, dr.ir. R. Custers  
 Prof.dr. N.W. van Yperen  
 Prof.dr. J.A. Förster, dr. N.B. Jostmann  
 Prof.dr. J. van der Pligt, dr. G.A. van Kleef  
 Prof.dr. J.A. Förster, dr. M. Rotteveel  
 Prof.dr. A.E.M. van Vianen, dr. U.-C. Klehe  
 Prof.dr. K.I. van Oudenhoven - van der Zee, prof.dr. S. Otten  
 Prof.dr. A.P. Buunk, dr. T.V. Pollet  
 Prof.dr. D.T.D. de Ridder, dr. C. Evers  
 Prof.dr. J. von Grumbkow, dr. M. van Dijke  
 Prof.dr. J.A. Förster, dr. G.A. van Kleef  
 Prof.dr. E. van Dijk, dr. M. Stel  
 Prof.dr. M. Zeelenberg, dr. S. Breugelmans  
 Prof.dr. E.M. Steg, prof.dr. K.I. van Oudenhoven - van der Zee,  
 dr. F.W. Siero  
 Prof.dr. M. van Vugt, dr. R.E. de Vries, dr. A.C. Homan  
 Prof.dr. J. van der Pligt, dr. F. van Harreveld  
 Prof.dr. N. W. van Yperen, dr. E. F. Rietzschel  
 Prof.dr. M.Ph. Born, dr. R.E. de Vries  
 Prof.dr. M. Zeelenberg, dr. S.M. Breugelmans  
 Prof.dr. D.T.D. de Ridder, dr. C. Evers  
 Prof.dr. N. Ellemers, dr. C. van Laar, dr. T. Stahl

<b>AOM</b>	Academy of Management
<b>APA</b>	American Psychological Association
<b>ASPO</b>	Association of Social Psychological Researchers
<b>DNB</b>	De Nederlandsche Bank
<b>ECN</b>	Energy research Centre of the Netherlands
<b>EMGO</b>	Institute for Health and Care Research
<b>ERC</b>	European Research Council
<b>FP-7</b>	Seventh Framework Programme (FP7); 'Framework programmes' (FPs) have been the main financial tools through which the European Union supports research and development activities covering almost all scientific disciplines
<b>IACM</b>	International Association of Conflict Management
<b>Instituut Gak</b>	Institute in the Netherlands contributing to the quality of the Dutch social security system through financially supporting scientific research, practical projects and academic appointments
<b>IVM</b>	Institute for Environmental Studies
<b>KNAW</b>	Royal Netherlands Academy of Arts and Sciences
<b>NIBUD</b>	National Institute for Family Finance Information
<b>NIVEL</b>	Netherlands institute for health services research
<b>NSCR</b>	Netherlands Institute for the Study of Crime and Law Enforcement
<b>NWO</b>	Netherlands Organization for Scientific Research
<b>NWO VENI</b>	Innovational Research Incentives Scheme Veni is a grant for researchers who have recently obtained their PhD
<b>NWO VICI</b>	Innovational Research Incentives Scheme Vici is a grant for senior researchers
<b>NWO VIDI</b>	Innovational Research Incentives Scheme Vidi is a grant for experienced researchers
<b>OECD</b>	The Organisation for Economic Co-operation and Development
<b>Rathenau Instituut</b>	The Rathenau Instituut studies developments in science and technology, interprets their potential impact on society and policy, and fosters dialogue and debate in support of decision-making on science and technology
<b>SER</b>	The Social and Economic Council of the Netherlands
<b>SESP</b>	Society for Experimental Social Psychology
<b>SofA's</b>	State of the Art Lectures
<b>TNO</b>	Netherlands Organisation for Applied Scientific Research
<b>UWV</b>	Employee Insurance Agency
<b>WODC</b>	Research and Documentation Centre of the Netherlands Ministry of Security and Justice
<b>WRR</b>	Scientific Council for Government Policy



## Universities

<b>UvA</b>	University of Amsterdam
<b>EUR</b>	Erasmus University Rotterdam
<b>OU</b>	Open Universiteit of the Netherlands (OUNL)
<b>RuG</b>	University of Groningen
<b>RUN</b>	Radboud University Nijmegen
<b>TU Delft</b>	Delft University of Technology
<b>TU/e</b>	Eindhoven University of Technology
<b>UL</b>	Leiden University
<b>UM</b>	Maastricht University
<b>UT</b>	University of Twente
<b>UU</b>	Utrecht University
<b>UvT</b>	Tilburg University
<b>VU</b>	VU University Amsterdam
<b>Wageningen UR</b>	Wageningen University

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The Kurt Lewin Institute celebrates its 20th anniversary in 2014. We mark this event with this book, showcasing the history and achievements of the KLI. It contains information about all the KLI alumni who published their thesis in the KLI dissertation series, and illustrates the range of career paths they have taken after obtaining their PhD at the KLI.



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