

# Curriculum Vitae

## Dr. Wolfgang Steinel

2016



### Personal Information

Name: Dr. Wolfgang Steinel  
Gender: male  
Nationality: German

### Master

University: Friedrich-Alexander Universität Erlangen-Nürnberg  
Date: 30/06/1998  
Subject: Psychology

### Doctorate

University: University of Amsterdam, Amsterdam  
Date: 13/02/2004  
Supervisor: Prof. C. K. W. De Dreu  
Title of dissertation: Misleading in Social Decision-Making

### Work experience since graduating

Full member of Kurt Lewin Institute Since 2008

Assistant Professor Since July 2004  
Leiden University  
July 2003-July 2004  
University of Amsterdam

PhD-candidate July 1999 – June 2003  
University of Amsterdam

## **Publications:**

### **Refereed journals and Book Chapters**

- Steinel, W., Koning, L. F., Van Dijk, E., & Van Beest, I. (2016). Deception as a means to an end: An instrumental approach. In J.-W. Van Prooijen & P. A. M. Van Lange (Eds.) *Cheating, corruption and concealment*. New York, NY: Cambridge University Press.
- Cuadrado, E., Taberero, C., & Steinel, W. (2016). Determinants of prosocial behavior in included versus excluded contexts. *Frontiers in Psychology*, 6:2001. doi:10.3389/fpsyg.2015.02001
- Steinel, W. (2015). Social value orientation and deception: Are proselves liars? *Current Opinion in Psychology*, 6, 211-215.
- Cuadrado, E., Taberero, C., & Steinel, W. (2015). Motivational determinants of prosocial behavior: What do included, hopeful excluded, and hopeless excluded individuals need to behave prosocially? *Motivation and Emotion*, 39(3), 344-358.
- Steinel, W., Van Beest, I., & Van Dijk, E. (2014). Too good to be true: Suspicion-based rejections of high offers. *Group Processes & Intergroup Relations*, 17, 682-698.
- Van Kleef, G. A., Steinel, W., & Homan, A. C. (2013). On being peripheral and paying attention: Prototypicality and information processing in intergroup conflict. *Journal of Applied Psychology*, 98(1), 63-79.
- Steinel, W., Van Kleef, G. A., Homan, A. C. (2012). En wie niet springt... [And those who don't jump...] In N. van de Ven, M. Baas, L. van Dillen, D. Lakens, A. M. Lokhorst & M. Strick (Eds.) *Jaarboek Sociale Psychologie 2011* (pp 215-218) Groningen, The Netherlands: Aspo pers.
- Koning, L. F., Van Dijk, E., Steinel, W., & Van Beest, I. (2011). Power and deception in ultimatum bargaining. *Organizational Behavior and Human Decision Processes*, 115, 35-42.
- Lelieveld, G.-J., Van Dijk, E., Van Beest, I., Steinel, W., & Van Kleef, G. A. (2011). Disappointed in you, angry about your offer: Distinct negative emotions induce concessions via different mechanisms. *Journal of Experimental Social Psychology*, 47, 635-641.
- Van Beest, I., Steinel, W., & Murnighan, J. K. (2011) Honesty pays: On the benefits of having and disclosing information in coalition bargaining. *Journal of Experimental Social Psychology*, 47, 738-747.
- Steinel, W., Utz, S., & Koning, L. (2010). The good, the bad and the ugly thing to do when sharing information: Revealing, concealing and lying depend on social motivation, distribution and importance of information. *Organizational Behavior and Human Decision Processes*, 113, 85-96.

- Steinel, W., Van Kleef, G. A., Van Knippenberg, D., Hogg, M. A., Homan, A. C., & Moffitt, G. (2010). How intragroup dynamics affect behavior in intergroup conflict: The role of group norms, prototypicality, and need to belong. *Group Processes and Intergroup Relations*, 13(6), 779-794.
- Koning, L., Van Dijk, E., Van Beest, I., & Steinel, W. (2010). An instrumental account of deception and reactions to deceit in bargaining. *Business Ethics Quarterly*, 20, 57-73.
- Steinel, W., De Dreu, C. K. W., Ouweland, E. & Ramirez-Marin, J. Y. (2009). When constituencies speak in multiple tongues: The relative persuasiveness of hawkish minorities in representative negotiation. *Organizational Behavior and Human Decision Processes*, 109, 67-78.
- Koning, L. F., Steinel, W., Van Beest, I., & Van Dijk, E. (2009). Macht en misleading: Leidt absolute macht tot absolute eerlijkheid? [Power and deception: Does absolute power lead to absolute honesty?]. In R. Custers, B. Beersma, H. Van den Berg, F. Harinck, & M. Van Zomeren (Eds.), *Jaarboek sociale psychologie 2008* (pp. 195-202). Groningen, The Netherlands: ASPO Pers.
- Steinel, W., Van Kleef, G. A., & Harinck, F. (2008). Are you talking to *Me*?! Separating the people from the problem when expressing emotions in negotiations. *Journal of Experimental Social Psychology*, 44, 362-369.
- Pietroni, D., Van Kleef, G. A., Steinel, W., & Alparone, F. R. (2008). Gli effetti della rabbia nei giochi di coordinamento [The effects of anger in coordination games]. *Sistemi Intelligenti*, 20, 57-77.
- Pietroni, D., Van Kleef, G. A., Steinel, W., & Rumiati, R. (2008). Chiudo la porta e m'arrabio! Gli interpersonali delle emozioni nelle trattative pubbliche e private. [Shut the door and then get angry: The interpersonal effects of emotions in public and private negotiations]. *Psicologia Sociale*, 3, 409-424.
- Van Dijk, E., Van Kleef, G. A., Steinel, W., & Van Beest, I. (2008). A social functional approach to emotions in bargaining: When communicating anger pays and when it backfires. *Journal of Personality and Social Psychology*, 94, 600-614
- Van Kleef, G. A., Van Dijk, E., Steinel, W., Harinck, F., & Van Beest, I. (2008). Anger in social conflict: Cross-situational comparisons and suggestions for the future. *Group Dynamics and Negotiation*, 17, 13-30.
- Steinel, W., Abele, A. E., & De Dreu, C. K. W. (2007). Effects of experience and advice on process and performance in negotiations. *Group Processes and Intergroup Relations*, 10, 533-550.
- De Dreu, C. K. W., Beersma, B., Steinel, W., & Van Kleef, G. A. (2007). The psychology of negotiation: Principles and basic processes. In A. W. Kruglanski & E. T. Higgins (Eds.), *Handbook of basic principles in social psychology* (2nd ed., pp. 608-629). New York: Guilford.

- Koning, L. F., Van Dijk, E., Van Beest, I., & Steinel, W. (2007). Afhankelijkheid en misleiding in ultimatum onderhandelingen [Dependency and deception in ultimatum bargaining]. In C. Van Laar, R. Ruijter, J. Karremans, W. Van Rijswijk, & F. Van Harreveld (Eds.), *Jaarboek sociale psychologie 2006* (pp. 225-232). Groningen, The Netherlands: ASPO Pers.
- Steinel, M. P., Hulstijn, J. H., & Steinel, W. (2007). Second-language idiom learning in a paired-associate paradigm: Effects of direction of learning, direction of testing, idiom imageability, and idiom transparency. *Studies in Second Language Acquisition, 29*, 449-484.
- Van Kleef, G. A., Steinel, W., Van Knippenberg, D., Hogg, M. A., & Svensson, A. (2007). Group member prototypicality and intergroup negotiation: How one's standing in the group affects negotiation behaviour. *British Journal of Social Psychology, 46*, 129-152.
- De Dreu, C. K. W., & Steinel, W. (2006). Social decision-making in fuzzy situations: Motivated information-processing and strategic choice. In D. De Cremer, M. Zeelenberg, & J. K. Murnighan (Eds.), *Social psychology and economics* (pp. 55-77). New York: Lawrence Erlbaum.
- Steinel, W., & De Dreu, C. K. W. (2004). Social motives and strategic misrepresentation in social decision making. *Journal of Personality and Social Psychology, 86*, 419-434.
- Steinel, W. (2004). *Misleading in social decision-making: A motivational approach*. Unpublished dissertation, University of Amsterdam, The Netherlands.
- Steinel, W., & De Dreu, C. K. W. (2002). Liegen en misleiden: De rol van eigen en anderman's sociale waarde oriëntatie [Lying and misleading: The role of own and other's social value orientation]. In D. A. Stapel, M. Hagedoorn, & E. Van Dijk (Eds.), *Jaarboek Sociale Psychologie 2001* (pp. 201-214). Delft, The Netherlands: Eburon.
- De Dreu, C. K. W., Koole, S., & Steinel, W. (2000). Unfixing the fixed pie: A motivated information processing approach to integrative negotiation. *Journal of Personality and Social Psychology, 79*, 975-987.

## Prizes and Awards

- 2010 *Best Empirical Conference Paper Award* of the Annual Conference of the International Association for Conflict Management for Wolfgang Steinel, Sonja Utz & Lukas Koning: The good, the bad and the ugly thing to do when sharing information: Revealing, concealing and lying depend on social motivation, distribution and importance of information.

- 2004 *Best Conference Paper by a Student Award* of the Annual Conference of the International Association for Conflict Management for Gerben Van Kleef, Wolfgang Steinel, Daan Van Knippenberg, Michael Hogg, & Alicia Svensson: Group member prototypicality and intergroup negotiation: How one's standing in the group affects negotiation behavior.
- 2001 *Best Conference Paper by a Student Award* of the Annual Conference of the International Association for Conflict Management for Wolfgang Steinel & Carsten De Dreu: Tom Sawyer, pokerface and speaking frankly: The influence of motivational goals on lying, deception, and misrepresentation in social interaction.

### **Research Project Management: PhD Supervision**

Lukas Koning at Leiden University (Ph.D. June 2011; "Power and deception in bargaining: An interdependence analysis", NWO grant number 400-04-030)

Jimena Ramirez-Marin at Seville University (Ph.D. cum laude March 11, 2011)

### **Academic Service**

- 2013/2014 Local Arrangements Co-Organizer (with Fieke Harinck) of 2014 conference of the International Association for Conflict Management, Noordwijk, the Netherlands.
- 2005-2014 Organization of Track Meetings of the Kurt Lewin Institute
- 2005-2006 Chair of Best-Paper-Award Committee of the International Association for Conflict Management
- 2004- present Board member of the International Association for Conflict Management.
- 2004 Member of Best Paper Award Committee of International Association for Conflict Management.
- 1997- today Active participation in yearly meetings of the Association for Conflict Management, an international association in which the most important researchers on negotiation and conflict management take part.

## Editorships

- 2006 - now Member of editorial board of *Negotiation and Conflict Management Research*, the official journal of the International Association for Conflict Management (IACM)
- 2006 - now Member of editorial board of of the *International Journal for Conflict Management*
- 2014- now Member of editorial board of Member of the Editorial Board of *Social Psychological and Personality Science*

## Reviewing

- Journal of Personality and Social Psychology
- Journal of Experimental Social Psychology
- Organizational Behavior and Human Decision Processes
- Psychological Science
- Social Psychological and Personality Science
- Personality and Social Psychology Bulletin
- Personality and Social Psychology Review
- Journal of Experimental Psychology: Applied
- European Journal of Social Psychology
- Group Processes and Intergroup Relations
- Current Directions in Psychological Science
- Plos One
- Sage Open
- Basic and Applied Social Psychology
- International Journal for Conflict Management
- Group Decision and Negotiation
- Group Dynamics: Theory, Research, and Practice
- Journal of Conflict Resolution
- Negotiation and Conflict Management Research
- Journal of Occupational and Organizational Psychology
- Journal Social Psychology
- Spanish Journal of Psychology
- National Science Foundation (NSF)
- Deutsche Forschungsgemeinschaft (DFG)
- Israel Science Foundation (ISF)
- Conflict Management Division of Academy of Management (CMD)
- International Association for Conflict Management (IACM)
- Dutch Association for Social Psychology (ASPO)

## **Memberships in Professional Organizations**

- International Association for Conflict Management (IACM)
- Society for Personality and Social Psychology (SPSP)
- Society for Experimental Social Psychology (SESP)
- European Association of Social Psychology (EASP)
- Dutch Association for Social Psychology (ASPO)
- Kurt Lewin Graduate School for Social Psychology and its Applications (KLI)

## **PR/Valorisation**

- 2015-now      Developer and trainer (for HR Department Leiden University) of negotiation training for PhD's and Leiden University staff (September 18, October 16, December 17, 2015)
- 2014            Member of the Advisory Commission of a research project on information exchange between police by the Dutch Ministry of Security and Justice

## **Teaching**

### **BKO**

Basiskwalificatie Onderwijs received in 2014

### **Current Teaching**

- *Negotiation and Social Decision-Making* (Social & Organisational Psychology master program at Leiden University; I am also the course coordinator)
- *Cooperation, Conflict & Negotiation* (Leiden University College; I am also the course coordinator)
- *Bachelor Project* (Psychology Bachelor Program at Leiden University)
- *Business Ethics* (International MBA Program at Burgundy School of Business, Dijon, France)
- *Negotiation workshops* for HR department of Leiden University