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Justin M. Berg

Assistant Professor of Organizational Behavior
Stanford Graduate School of Business
655 Knight Way
Stanford, CA 94305-7298
www.JustinMBerg.com
jmberg@stanford.edu

EDUCATION

The Wharton School - University of Pennsylvania

Ph.D. in Management (2015)

University of Michigan - Ann Arbor

B.A. in Organizational Studies and Psychology with Highest Distinction, Phi Beta Kappa, and Highest Honors in Organizational Studies (2007)

REFEREED ARTICLES

- **Berg, J. M.** (2016). Balancing on the creative highwire: Forecasting the success of novel ideas in organizations. *Administrative Science Quarterly*, 61(3), 433-468.
*Best Published Paper Award, Academy of Management OMT Division (2017).
- **Berg, J. M.** (2014). The primal mark: How the beginning shapes the end in the development of creative ideas. *Organizational Behavior and Human Decision Processes*, 125(1), 1-17.
- Grant, A. M., **Berg, J. M.**, & Cable, D. M. (2014). Job titles as identity badges: How self-reflective titles can reduce emotional exhaustion. *Academy of Management Journal*, 57(4), 1201-1225.
- Ollier-Malaterre, A., Rothbard, N. P., & **Berg, J. M.** (2013). When worlds collide in cyberspace: How boundary work in online social networks impacts professional relationships. *Academy of Management Review*, 38(4).
- **Berg, J. M.**, Grant, A. M., & Johnson, V. (2010). When callings are calling: Crafting work and leisure in pursuit of unanswered occupational callings. *Organization Science*, 21(5), 973-994.
*Finalist, Best Paper in Positive Organizational Scholarship (2010).
- **Berg J. M.**, Wrzesniewski, A. & Dutton, J. E. (2010). Perceiving and responding to challenges in job crafting at different ranks: When proactivity requires adaptivity. *Journal of Organizational Behavior*, 31(2-3) 158-186.
*Finalist, Best Paper in Journal of Organizational Behavior (2010).

ADDITIONAL ARTICLES & BOOK CHAPTERS

- **Berg, J. M.**, Dutton, J. E., & Wrzesniewski, A. (2013). Job crafting and meaningful work. In B. J. Dik, M. Steger, and Z. Byrne (Eds.), *Purpose and Meaning in the Workplace*. American Psychological Association.
- Wrzesniewski, A., LoBuglio, N., Dutton, J. E., & **Berg, J. M.** (2013). Job crafting and cultivating positive meaning and identity in work. In A. Bakker (Ed.), *Advances in Positive Organizational Psychology* (Vol. 1, pp. 281-302). London: Emerald.
*Selected as “2014 Outstanding Author Contribution” by Emerald Publishing.
- Grant, A. M., & **Berg, J. M.** (2011). Prosocial motivation at work: When, why, and how making a difference makes a difference. In K. Cameron and G. Spreitzer (Eds.), *Handbook of Positive Organizational Scholarship*. Oxford University Press.
- Wrzesniewski, A., **Berg J. M.**, & Dutton, J. E. (2010). Turn the job you have into the job you want. *Harvard Business Review*, 88(6).

MANUSCRIPTS UNDER REVIEW & IN PREPARATION

- **Berg, J. M.** (2019). When silver is gold: Forecasting the potential creativity of initial ideas. Under second review, *Organizational Behavior and Human Decision Processes*.
- **Berg, J. M.** (2019). One-hit-wonders vs. hit-makers: Sustaining creative success over time. Revise and resubmit, *Administrative Science Quarterly*.
- Wrzesniewski, A., **Berg J. M.**, Grant, A. M., Kurkoski, J., & Welle, B. (2019). Changing fixed mindsets about jobs and abilities: Achieving gains in happiness at work. Manuscript in preparation.

WORKS IN PROGRESS

- **Berg, J. M.** Creative success in the careers of book authors.
- **Berg, J. M.** Predicting the future vs. building it: When should novel ideas be evaluated?
- **Berg, J. M.** & Yu, A. Too many cooks in the kitchen, or too few? Continuity vs. division of labor in creative work.
- Alzahawi, S. & **Berg, J. M.** Talent vs. effort in creative evaluation.
- Chu, C. & **Berg, J. M.** The dynamics of duos: When and why are dyads creative?
- Yu, A. Zlatev, J. & **Berg, J. M.** Signaling the recognition of others’ emotions: The influence of emotional acknowledgment on interpersonal trust.

TEACHING

Stanford GSB:

- OB 675: Micro Research Methods (PhD core course)
 - Winter 2019: 5.0/5.0
- OB 317: Leading Creativity and Innovation (MBA/MSx elective)
 - Spring 2018: 4.8/5.0
 - Spring 2017: 4.6/5.0
 - Spring 2016: 4.7/5.0

University of Pennsylvania:

- MGMT 101: Introduction to Management (core course in the Wharton undergrad program)
 - Spring 2012: 4.0/4.0
 - Fall 2011: 3.8/4.0
 - *Awarded “Penn Prize for Excellence in Teaching by Graduate Students” (based on student nominations, faculty recommendation, and prize committee voting)
- MGMT 555: Organizational Behavior and Design (core course in the Executive Masters in Technology Management program)
 - Spring 2011: 3.8/4.0
 - Spring 2010: 3.7/4.0
- MAPP 709: Positive Psychology and Institutions (core course in the Masters of Applied Positive Psychology program, University of Pennsylvania), Spring 2011: 4.7/5.0

PRESENTATIONS & CONFERENCES

Invited Talks:

- Foster School of Business, University of Washington - Management & Organization (2018)
- Marshall School of Business, University of Southern California - Management & Organization (2018)
- Stanford University - Social Psychology (2016)
- University of Michigan - Interdisciplinary Committee on Organizational Studies (2015)
- Ross School of Business, University of Michigan - Center for Positive Organizations (2015)
- Harvard Business School - Entrepreneurship (2015)
- Booth School of Business, University of Chicago - Behavioral Science (2015)
- Kellogg School of Management, Northwestern Univ. - Management & Organizations (2015)
- Yale School of Management - Organizational Behavior (2014)
- UCLA Anderson School of Business - Management & Organizations (2014)
- Harvard Business School - Organizational Behavior (2014)
- Haas School, University of California Berkeley - Management & Organizations (2014)
- Stanford Graduate School of Business - Organizational Behavior (2014)
- Stern School of Business, New York University - Management & Organizations (2014)
- Olin Business School, Washington University in St. Louis - Organizational Behavior (2014)

- McCombs School of Business, University of Texas at Austin - Management (2014)
- Johnson Graduate School of Management, Cornell University - Management & Organizations (2014)

Meeting of the Academy of Management:

- 2018; Chicago, IL:
 - Presented in professional development workshop “Behavioral innovation: A new lens for the field of innovation?”
 - Presented in professional development workshop “Presenting in the rough”
- 2017; Atlanta, GA:
 - Presented in symposium “Beyond idea generation: Exploring the neglected phases of the idea journey”
 - Presented in professional development workshop “Presenting in the rough”
- 2015; Vancouver, BC:
 - Facilitator for the professional development workshop “Halfway there, but now what: Advice for pre-dissertation doctoral students”
- 2014; Philadelphia, PA:
 - Panelist for the professional development workshop “Innovative teaching of Positive Organizational Scholarship in the management classroom”
- 2013; Orlando, FL:
 - Presented “The primal mark: How the beginning shapes the end in the development of creative ideas,” which was selected for the *Best Paper Proceedings* (top 10% of conference papers).
- 2012; Boston, MA:
 - Presented in symposium “Managing job crafters and idiosyncratic work arrangements: A blessing or a nightmare for HRM?”
 - Co-authored “Crafting happiness: Sustainable gains from modifying work and self”
 - Co-authored “Colliding worlds: How boundary work on online social networks impacts professional relationships”
- 2011; San Antonio, TX:
 - Co-authored “OMG, my boss just friended me: Hierarchy, gender, and self-disclosure in online social networks”
- 2010; Montreal, Canada:
 - Panelist for the professional development workshop “The future of job design”
- 2009; Chicago, IL:
 - Presented “Overcoming barriers in the crafting of sustainable jobs” in All-Academy Symposium, “Creating sustainable work: Research insights and strategies for action”
 - Co-authored “Lighthearted fun in heartbreaking work: Sustaining meaningfulness through playfulness”

May Meaning Meeting:

- 2014; Minneapolis, MN: Presented “Careers, callings, and creative success”
- 2013; Ann Arbor, MI: Presented “Callings and creativity”
- 2011; Salt Lake City, UT: Presented “Occupational identity theft”

- 2010; Boston, MA: Presented “Prosocial job crafting: Meaning-making through difference-making”
- 2009; Topsail Island, NC: Presented “Serious fun: Meaningful play in heart-breaking work”

Other Conferences:

- Creativity Collaboratorium 2016; Boston, MA: Presented “When silver is gold: Forecasting the creative potential of nascent ideas”

TEACHING MATERIALS

(All published by the Ross School of Business, University of Michigan)

Suite of Materials on Job Crafting (www.jobcrafting.org):

- **Berg, J. M.**, Dutton, J. E., & Wrzesniewski, A. (2008). *Job Crafting Exercise*. Teaching and self-development tool.
- **Berg, J. M.**, Dutton, J. E., & Wrzesniewski, A. (2007). *What Is Job Crafting and Why Does It Matter?*. Theory-to-practice briefing.
- **Berg, J. M.** & Dutton, J. E. (2008). *Crafting a Fulfilling Job: Bringing Passion Into Work*. Teaching case.
- **Berg, J. M.** & Dutton, J. E. (2008). *Job Crafting at Burt’s Bees*. Teaching case.

Additional Cases (www.wdi-publishing.com):

- **Berg, J. M.** & Dutton, J. E. (2008). *Anne Ladky: An Energy Approach to Leadership*. Teaching case.
- Grant, A. M., **Berg, J. M.**, Duvall, A., Llabona, N., & Malcolm, L. (2009). *Serious Play at the Make-A-Wish Foundation*. Teaching case.

AWARDS & HONORS

- Hank McKinnell-Pfizer Inc. Faculty Scholar (2018-19)
- Best Published Paper, Academy of Management OMT Division (2017)
- Wharton Baker Center Ph.D. Research Grant (2013)
- Penn Prize for Excellence in Teaching by Graduate Students (2012)
- Litton Industries Scholarship, Wharton Center for Human Resources (2010 & 2011)
- Finalist, Best Paper in Journal of Organizational Behavior (2010)
- Finalist, Best Paper in Positive Organizational Scholarship (2010)

AD-HOC REVIEWING

- *Academy of Management Journal*
- *Academy of Management Review*
- *Administrative Science Quarterly*
- *Journal of Applied Psychology*
- *Organization Science*
- *Organizational Behavior and Human Decision Processes*
- *Proceedings of the National Academy of Sciences*