Krishna Savani
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Education

Ph.D. in Psychology, Stanford University	2010
B.A. in Economics (with Honors), Stanford University	2005

Employment

Professor of Management, The Hong Kong Polytechnic University	2022–
Distinguished Adjunct Professor, ShanghaiTech University	2025-2028
Visiting Professor, Stanford Graduate School of Business	2022
Visiting Professor, UC Irvine Merage School of Business	2022
Visiting Professor, UC Berkeley Hass School of Business	2021
Assistant and Associate Professor, Nanyang Technological University	2015-2022
Assistant Professor of Management, National University of Singapore	2012–2015
Postdoctoral Scholar in Management, Columbia University	2010–2012

Society memberships

2021 Fellow, Society for Personality and Social Psychology
2020 Fellow, Association for Psychological Science
2017 Fellow, Society for Experimental Social Psychology

Editorial Service

Journal of Personality and Social Psychology, Associate Editor	2019-2022
Organizational Behavior & Human Decision Processes, Associate Editor	2024-present
Personality and Social Psychology Bulletin, Editorial board member	2013-2024
Personnel Assessment and Decisions, Editorial board member	2017-present
Journal of Experimental Social Psychology, Editorial board member	2022-2024
Organizational Behavior & Human Decision Processes, Editorial board member	2013- 2024
Management and Organization Review, Senior Editor	2018
Social and Personality Psychology Compass, Section Editor	2015-2018
Asian Journal of Social Psychology, Editorial board member	2016-2018

Awards

2025 Outstanding Researcher Award, Hong Kong Polytechnic Faculty of Business
2025 PolyU Business School Fellow award, Hong Kong Polytechnic Faculty of Business
2024 Industry Knowledge Transfer Award, Hong Kong Polytechnic Faculty of Business
2023 Hong Kong Humanities and Social Sciences Prestigious Fellowship award
2023 Outstanding Young Researcher Award, Hong Kong Polytechnic Faculty of Business
2021 Responsible Research in Management Award, Academy of Management
2020 Nanyang Research Award (Young Investigator), Nanyang Technological University
2018 Poets and Quants “Top 40 Business Professors Under 40”
2016 Singapore Business Review’s “18 influential business professors under 40”
2016 Nanyang Assistant Professorship award
2015 Rising Star Award (Inaugural), Association for Psychological Science
2014 Outstanding Educator Award, National University of Singapore Business School

Representative publications (^ indicates corresponding author)

Research program on the choice mindset:

Wang, Y., & **Savani, K.^** (2022). The salience of choice reduces social responsibility: Evidence from lab experiments and compliance with Covid-19 stay-at-home orders. *PNAS Nexus, 1*(4)*,* pgac200*.*

Research program on the universal mindset:

Liu, Z., Rattan, A., & **Savani, K. ^** (2023). Reducing gender bias in perceptions of leadership capability and leader selection: Role of managers' implicit theories about the universality of leadership potential. *Journal of Applied Psychology, 108*(12), 1924–1951*.*

Research program on diversity:

Feng, Z., Liu, F., Shum, P., Lee, R. L., Wang, D., & **Savani, K.**^ (In press). A choice architecture intervention to increase diversity: Diverse defaults can counteract hiring discrimination. *Journal of Applied Psychology*.

Research program on machine learning:

Sheetal, A., Feng, Z., & **Savani, K.^** (2020). Using machine learning to generate novel hypotheses: Increasing optimism about Covid-19 makes people less willing to justify unethical behaviors. *Psychological Science, 31*, 1222-1235*.*

- Featured in the New York Times

Research program on culture:

Savani, K.^, Morris, M. W., Fincher, K., Lu, J., & Kaufman, S. B. (2022). Experiential learning of cultural norms: The role of implicit and explicit cognitive aptitudes. *Journal of Personality and Social Psychology, 123*(2), 272-291*.*

Publications summary:

# of papers	Journal	Impact factor
17	Journal of Personality and Social Psychology	8.5
7	Organizational Behavior and Human Decision Processes	5.6
5	Psychological Science	7.3
4	Journal of Applied Psychology	11.8
4	Personality and Social Psychology Bulletin	4.6
4	Journal of Experimental Social Psychology	3.5
2	PNAS	12.8
2	American Psychologist	16.4
2	Journal of Experimental Psychology: General	5.5
2	Journal of Business Ethics	6.3
1	Journal of International Business Studies	8.6
44	Other	-

All publications

[* indicates equal authorship, ^ indicates corresponding author;
Underline indicates current or former student or postdoc;
In most cases, authorship is in order of seniority.]

Accepted

94. Feng, Z., Liu, F., Shum, P., Lee, R. L., Wang, D., & **Savani, K.**^ (In press). A choice architecture intervention to increase diversity: Diverse defaults can counteract hiring discrimination. *Journal of Applied Psychology.*

Published online ahead of print

93. Madan, S., Savani, K., & Johar, G. (2025). Over-reliance on aesthetics? The appearance-reveals-character lay theory increases consumers' devaluation of unattractive produce. *International Journal of Research in Marketing.*

92. Salvador, C.E., Idovro-Carlier, S., Ishii, K., Torres Castillo, C., Nanakdewa, K., Canale, F., San Martin, A., **Savani, K.**, & Kitayama, S. (2025). Self-enhancement in Latin America: Is it linked to interdependence? *Personality and Social Psychology Bulletin*.

91. Chee, V., & **Savani, K.** (2025). Investors' reactions to recommendation reports by model minority analysts. *Accounting Horizons*.

90. Pluut, H., Ilies, R., Curşeu, P. L., & **Savani, K.** (2025). The things I do for you… and for myself: Dyadic and dynamic effects of social support in dual-earner couples. *Journal of Business and Psychology*.

2025

89. Madan, S., & Savani, K. (2025). Why stressed candidates make better cross-cultural hires. *Sloan Management Review, 67*(1), 6-6.

88. Sheetal, A., Madan, S., Lee, R. L., & **Savani, K.^** (2025). Which cultural values best distinguish the world's cultures? The machine-learning based cultural values inventory. *PNAS Nexus, 4,* pgaf229*.*

87. Goyal, N., De Gregory, L., Liu, Y., & **Savani, K.** (2025). Moral absolutism drives support for bans: Unpacking ideological differences in the moral philosophies of conservatives and liberals. *Journal of Personality and Social Psychology, 129*(5), 788-815*.*

86. Madan, S., **Savani, K.^**, Phua, D., Hong, Y.-Y., & Morris, M. W. (2025). Stress and sociocultural learning: Individuals with more stress-reactive physiologies are quicker to learn diverse sociocultural norms from experiential feedback. *Journal of Personality and Social Psychology 128*(6), 1292–1314.

85. Goyal, N., **Savani, K.**, & Morris, M. W. (2025). Why do some people refuse to compromise their positions on politicized practices? The role of need for closure**.** *Journal of*

Experimental Social Psychology, 121, 104816.

84. Feng, Z., & **Savani, K.^** (2025). When do employees help abused coworkers? It depends on their own experience with abusive supervision. *European Journal of Work and Organizational Psychology, 34*(3), 374-391.

2024

83. **Savani, K.** & Wadhwa, M. (2024). Choosing not to get anchored: A choice mindset reduces the anchoring bias. *Journal of Experimental Social Psychology, 112*, Article 104575.

82. Qin, X., Yam, K.-C., …, & **Savani, K.^** (2024). Collectivism impairs team performance when relational goals conflict with group goals. *Personality and Social Psychology Bulletin, 50*(1), 119-132.

81. Pepe, N., Tan, L. S., Huang, T.-R., **Savani, K.^**, & Rajaram, S.^ (2024). Cultural variations in memory disruption: The part-list cuing impairment in Taiwan, Singapore, and the United States. *Journal of Cross-Cultural Psychology, 55*(5), 447-465.

80. Salvador, C. E., Idrovo Carlier, S., Ishii, K., Torres Castillo, C., Nanakdewa, K., San Martin, A., **Savani, K.,** & Kitayama, S. (2024). Emotionally expressive interdependence in Latin America: Triangulating through a comparison of three cultural zones. *Emotion, 24*(3), 820–835.

79. Cho, J., Wasti, A., **Savani, K.**, Tan, H. H., & Morris, M. W. (2024). Formal versus informal supervisor socio-emotional support behaviors and employee trust: The role of cultural power distance. *Asian Journal of Social Psychology, 24,* 203-218.

2023

78. Liu, Z., Rattan, A., & **Savani, K.^** (2023). Reducing gender bias in perceptions of leadership capability and leader selection: Role of managers' implicit theories about the universality of leadership potential. *Journal of Applied Psychology, 108*(12), 1924–1951.

77. Madan, S., **Savani, K.,** & Katsikeas, C. (2023). Privacy please: Power distance beliefs and responses to privacy breaches across countries. *Journal of International Business Studies, 54*(4), 731-754.

76. Feng, Z., Zou, K., & **Savani, K.^** (2023). Cultural antecedents of virus transmission: Individualism is associated with lower compliance with social distancing rules during the COVID-19 pandemic. *Journal of Personality and Social Psychology, 124*(3), 461–482.

75. Ma, A., **Savani, K.^**, Liu, F., Tai, K., & Kay, A. (2023). The mutual constitution of person and culture: The bidirectional relationship between individuals' perceived control and cultural tightness-looseness. *Journal of Personality and Social Psychology, 124*(5), 901-916.

74. Madan, S., Ma, A., Pandey, N., Rattan, A., & **Savani, K.**^ (2023). Support for increasing low wage workers' compensation: The role of fixed-growth mindsets about intelligence.

Journal of Experimental Psychology: General, 152(4), 935-955.

73. Chee, V., **Savani, K.,** & Tan, S. K. (2023). Mitigating the influence of analysts who issue aggressive stock price targets: The role of joint versus separate evaluation. *Contemporary Accounting Research, 40*(1), 526-543.

72. Goyal, N., **Savani, K.**, & Morris, M. W. (2023). Spheres of immanent justice: Sacred violations particularly evoke expectations of cosmic punishment, irrespective of societal punishment. *Journal of Experimental Social Psychology, 106, 104458.*

71. Tan, L., Basu, S., & **Savani, K.^** (2023). Going with the crowd in volatile times: Exposure to environmental variability increases people's preference for popular options. *Journal of Behavioral Decision Making, 36*(4), Article e2343.

70. Bai, Y., Feng, Z., Pinto, J., & **Savani, K**.**^** (2023). A novel bias in managers' allocation of bonuses to teams: Emphasis on team size instead of team contribution. *Journal of Behavioral Decision Making, 36*(4), Article e2336.

69. Lavanchy, M., Reichert, P., Narayanan, J., & **Savani, K.** (2023). Applicants' fairness perceptions of algorithm-driven hiring procedures. *Journal of Business Ethics, 188,* 125-150.

68. Feng, Z., Keng-Highberger, F., Li, H., & **Savani, K.** (2022). Implicit morality theories: Employees' beliefs about the malleability of moral character influence their workplace behaviors. *Journal of Business Ethics, 184*(1), 193-216.

67. Zhan, S., & **Savani, K.^** (2023). Relative insensitivity to sample sizes in judgments of frequency distributions: People are similarly confident in the results from 30 versus 3,000 observations. *Decision, 10*(1), 61–80.

66. Degefe, E., Prabowo, Y. D., **Savani, K.,** & Sheetal, A. (2023). Functional analogies increase trust in blackbox AI systems among lay consumers: The case of GeNose C-19. *IEEE Computer, 56*(5), 74-83.

65. Degefe, E., **Savani, K.,** & Sheetal, A. (2023, December 13). Machine learning in management. In *Oxford Research Encyclopedia of Business and Management*.

64. Basu, S. & **Savani, K.** (2023) To make better choices, look at all your options together. *Harvard Business Review* (Fall 2023 Special Issue), 70-72.

2022

63. Kitayama, S., Salvador, C. E., Nanakdewa, K., Rossmaier, A., San Martin, A., & **Savani, K.** (2022). Varieties of interdependence and the emergence of the Modern West: Toward the globalizing of psychology. *American Psychologist, 77(*9), 991–1006.

- Winner of the Society for Personality and Social Psychology's 2023 Wegner Theoretical Innovation Prize

62. Wang, Y., & **Savani, K.^** (2022). The salience of choice reduces social responsibility: Evidence from lab experiments and compliance with Covid-19 stay-at-home orders. *PNAS Nexus, 1*(4)*,* pgac200*.*

61. Madan, S., **Savani, K.^**, & Johar, G. (2022). How you look is who you are: The appearance reveals character lay theory increases support for facial profiling. *Journal of Personality and Social Psychology, 123*(6), 1223-1242*.*

60. **Savani, K.^**, Morris, M. W., Fincher, K., Lu, J., & Kaufman, S. B. (2022). Experiential learning of cultural norms: The role of implicit and explicit cognitive aptitudes. *Journal of Personality and Social Psychology, 123*(2), 272-291*.*

59. Madan, S., Basu, S., Ng, S. & **Savani, K.^** (2022). The breadth of normative standards: Antecedents and consequences for individuals and organizations. *Organizational Behavior and Human Decision Processes, 172,* 104181*.*

58. O'Keefe, P., Horberg, L., Chen, P., & **Savani, K**. (2022). Should a passion be pursued as a career? Cultural differences in the emphasis on passion in career decisions. *Journal of Organizational Behavior, 43,* 1475-1495*.*

57. Yin, Y., **Savani, K.,** & Smith, P. (2022). Power increases perceptions of others' choices, leading people to blame others more. *Social Psychological and Personality Science, 13*(1), 170-177*.*

56. Lau, E.-H., Rattan, A., Romero-Canyas, R., & **Savani, K.^** (2022). Can culturally relevant frames increase individuals' motivation to contribute to carbon emissions offsets? A test in two nations. *Journal of Cross-Cultural Psychology, 53*(10), 1211-1234*.*

55. Basu, S., Zhu, J., & **Savani, K.** (2022). The role of social projection in consumers' commonness fallacy. *Psychology and Marketing, 39,* 1698–1705.

54. Sheetal, A., Chaudhury, S. H., & **Savani, K.**^ (2022). A deep learning model identifies emphasis on hard work as an important predictor of income inequality. *Scientific Reports, 12,* 9845*.*

53. Sengupta, A., & **Savani, K.^** (2022). The cancellation heuristic in intertemporal choice shifts people's time preferences. *Scientific Reports, 12,* 4267*.*

2021

52. Nanakdewa, K. A., Madan, S., **Savani, K.^,** & Markus, H. R. (2021). The salience of choice fuels independence: Implications for self-perception, cognition, and behavior. *Proceedings of the National Academy of Sciences, 118*(30), e2021727118*.*

51. Sheetal, A. & **Savani, K.**^ (2021). A machine learning model of cultural change: The role of prosociality, political attitudes, and the Protestant work ethic. *American Psychologist,*

76(6), 997–1012.

50. Husain, F., Shahnawaz, M. G., Khan, N. H., Parveen, H., & Savani, K. (2021). Intention to get COVID-19 vaccines: Exploring the role of attitudes, subjective norms, perceived behavioral control, belief in COVID-19 misinformation, and vaccine confidence in Northern India. *Human Vaccines & Immunotherapeutics, 17*(11), 3941-3953.

2020

49. Sheetal, A., Feng, Z., & **Savani, K.^** (2020). Using machine learning to generate novel hypotheses: Increasing optimism about Covid-19 makes people less willing to justify unethical behaviors. *Psychological Science, 31*, 1222-1235.

48. Feng, Z., Liu, Y., Wang, Z, & **Savani, K.^** (2020). Let's choose one of each: Using the partition dependence bias to increase diversity in hiring decisions. *Organizational Behavior and Human Decision Processes, 158*, 11-26.

47. Murphy, M. C., Mejia, A., …, **Savani, K.,** …, Pestilli, F. (2020). Open science, communal culture, and women's participation in the movement to improve science. *Proceedings of the National Academy of Sciences, 117,* 24154-24164.

46. Feng, Z. & **Savani, K.^** (2020). Covid-19 created a gender gap in perceived work productivity and job satisfaction: Implications for dual-career parents working from home. *Gender in Management, 35,* 719-736.

45. Ding, Y., & **Savani, K.^** (2020). From variability to vulnerability: People exposed to greater variability judge wrongdoers more harshly. *Journal of Personality and Social Psychology, 118,* 1101-1117.

44. Li, S., Kokkoris, M., & **Savani, K.^** (2020). Does everyone have the potential to achieve their ideal body weight? Lay theories about body weight and support for price discrimination policies. *Organizational Behavior and Human Decision Processes, 157*, 129-142.

43. Madan, S., Nanakdewa, K., **Savani, K.^,** & Markus, H. R. (2020). The paradoxical consequences of choice: Often good for the individual, perhaps less so for society. *Current Directions in Psychological Science, 29*, 80-85.

2019

42. Morris, M. W., **Savani, K.**, & Fincher, K. (2019). Metacognition fosters cultural learning: Evidence from individual differences and situational prompts. *Journal of Personality and Social Psychology, 116,* 46-68.

41. Madan, S., Basu, S., Rattan, A., & **Savani, K.**^ (2019). Support for resettling refugees: Role of fixed-growth mindsets. *Psychological Science, 30,* 238-249.

40. Lin, K. J., **Savani, K**., & Ilies, R. (2019). Doing good, feeling good? The roles of helping motivation and citizenship pressure. *Journal of Applied Psychology, 104,* 1020-1035.

39. Ma, A., Yang, Y., & **Savani, K.**^ (2019). Take it or leave it: A choice mindset leads to greater persistence and better outcomes in negotiations. *Organizational Behavior and Human Decision Processes, 153,* 1-12.

38. Basu, S., & **Savani, K**. (2019). Choosing among options presented sequentially versus simultaneously. *Current Directions in Psychological Science, 28*, 97-101.

37. **Savani, K**., & Zou, X. (2019). Making the leader identity salient can be demotivating. *Journal of Experimental Psychology: Applied, 25,* 245-255.

36. Zou, X., & **Savani, K.** (2019). Descriptive norms for me, injunctive norms for you: Using norms to explain the risk gap. *Judgment and Decision Making, 14,* 644-648.

35. Au, E. W., & **Savani, K.**^ (2019). Can we benefit from believing in fate? The belief in negotiating with fate when faced with constraints. *Frontiers in Psychology*, *10*, 2354.

34. Morris, M. W., Fincher, K., & **Savani, K.** (2019). Learning new cultures: Processes, premises, and policies. In D. Cohen & S. Kitayama (Eds.), *Handbook of Cultural Psychology* (2nd ed, pp. 478-501). New York, NY: Guilford Press.

2018

33. Kouchaki, M., Smith, I., & **Savani, K**. (2018). Does deciding among morally relevant options feel like making a choice? How morality constrains people's sense of choice. *Journal of Personality and Social Psychology, 115,* 788-804.

32. Nai, J., Narayanan, J., Hernandez, I., & **Savani, K.^** (2018). People in more diverse neighborhoods are more prosocial. *Journal of Personality and Social Psychology, 114*, 497-515.

31. Rattan, A., **Savani, K.**, Kommaraju, M., Morrison, M., Boggs, C., & Ambady, N. (2018). Meta-lay theories of scientific potential drive women and minorities' sense of belonging in science. *Journal of Personality and Social Psychology, 115,* 54-75.

30. Tripathi, R., Cervone, D., & **Savani, K.** (2018). Are the motivational effects of autonomy-supportive conditions universal? Contrasting results among Indians and Americans. *Personality and Social Psychology Bulletin, 44,* 1287-1301.

29. Lu, L., Li, F., Leung, K. **Savani, K.**, & Morris, M. W. (2018). When can culturally diverse teams be more creative? The role of leaders' benevolent paternalism. *Journal of Organizational Behavior, 39,* 402-415.

2017

28. Basu, S., & **Savani, K**.**^** (2017). Choosing one at a time? Simultaneously presented options help people make more optimal decisions than sequentially presented options. *Organizational Behavior and Human Decision Processes, 139,* 76-91.

27. **Savani, K.**, & Job, V. (2017) Reverse ego-depletion: Acts of self-control can improve subsequent performance in Indian cultural contexts. *Journal of Personality and Social Psychology*, *113*, 589-607.

26. **Savani, K**.*, Rattan, A.*, & Dweck, C. S. (2017). Is education a fundamental right? People's lay theories about intellectual potential drive their positions on education. *Personality and Social Psychology Bulletin, 43,* 1284-1295.

25. **Savani, K.**, Stephens, N. M., & Markus, H. R. (2017). Choice as an engine of analytic thought. *Journal of Experimental Psychology: General, 146,* 1234-1246.

24. Uchida, Y.*, **Savani, K.***, Hitokoto, H., & Kaino, K. (2017). Do you always choose what you like? Subtle social cues increase preference-choice consistency among Japanese but not among Americans. *Frontiers in Psychology, 8*.

2016

23. **Savani, K.**, Mead, N. L., Stillman, T., & Vohs, K. D. (2016). No match for money: Even in intimate relationships and collectivistic cultures, reminders of money weaken sociomoral responses. *Self and Identity, 15,* 342-355.

2015

22. Kumar, S., **Savani, K.**, Sanghai, A., Pochkhanawalla, S., Dhar, S., Ramaswami, A., & Markus, H. R. (2015). Indian employees' attitudes toward poaching. *Business Perspectives and Research*, *3*, 81-94.

21. Rattan, A., **Savani, K.**, Chugh, D., & Dweck, C. S. (2015). Leveraging mindsets to promote academic achievement: Policy recommendations. *Perspectives on Psychological Science, 10,* 721-726.

20. **Savani, K.**, Cho, J., Baik, S., & Morris, M. W. (2015). Culture and judgment and decision

making. In G. Keren & G. Wu (Eds.), *Blackwell Handbook of Judgment and Decision Making* (pp. 456-477). West Sussex, UK: Wiley.

19. **Savani, K.** & King D. (2015). Perceiving outcomes as determined by external forces: The role of *event construal* in attenuating the outcome bias. *Organizational Behavior and Human Decision Processes, 130,* 136-146.

18. **Savani, K.**, Wadhwa, M., Uchida, Y., Ding, Y., & Naidu, N. V. R. (2015). When norms loom larger than the self: Susceptibility of preference-choice consistency to normative influence across cultures. *Organizational Behavior and Human Decision Processes, 129,* 70-79.

2014

17. Morris, M. W., **Savani, K.**, Mor, S., & Cho, J. (2014). When in Rome: Intercultural learning and implications for training. *Research in Organizational Behavior, 34,* 189-215.

16. Morris, M. W., **Savani, K.**, Roberts, R. D. (2014). Intercultural competence, assessment, and learning: Implications for organizational and public policies. *Policy Insights from Behavioral and Brain Sciences, 1,* 63-71.

2013

15. Ilies, R., Peng, C., **Savani, K.,** & Dimotakis, N. (2013). Guilty and helpful: An emotion-based reparatory model of voluntary work behavior. *Journal of Applied Psychology, 98,* 1051-1059.

14. **Savani, K.,** Alvarez, A., Mesquita, B., & Markus, H. R. (2013). Feeling close and doing well: The prevalence and motivational effects of interpersonally engaging emotions in Mexican and European American cultural contexts. *International Journal of Psychology, 48,* 682-694.

2012

13. Au, E. W. M., Chiu, C. Y., Chaturvedi, A., Mallorie, L., Vishwanathan, M., Xue, Z., & **Savani, K.** (2012). Negotiable fate: Social ecological foundation and psychological functions. *Journal of Cross-Cultural Psychology, 43,* 931-942.

12. Patel, N., **Savani, K.,** Dave, P., Shah, K., Klemmer, S., & Parikh, T. (2012). Power to the peers: Authority of source effects for a voice-based agricultural information service in rural India. *Information Technologies and International Development, 9,* 81-93.

11. Rattan, A.*, **Savani, K.***, Naidu, N. V. R., & Dweck, C. S. (2012). Can everyone become intelligent? Cultural differences and societal consequences of the belief in a universal

potential for intelligence. *Journal of Personality and Social Psychology, 103,* 787-803.

10. **Savani, K**.*, & Rattan, A.* (2012). A choice mindset increases the acceptance and maintenance of wealth inequality. *Psychological Science, 23,* 796-804.

9. **Savani, K.** & Markus, H. R. (2012). Evidence for cultural expertise in dynamic visual attention: European Americans outperform Asians in multiple object tracking. *Journal of Experimental Social Psychology, 40,* 766-769.

8. **Savani, K.**, Morris, M. W., Naidu, N. V. R. (2012). Deference in Indians' decision making: Introjected goals or injunctive norms? *Journal of Personality and Social Psychology, 104,* 685-699.

2011

7. Au, E. W. M., Chiu, C. Y., Chaturvedi, A., Mallorie, L., Vishwanathan, M., Xue, Z., & **Savani, K.** (2011). Maintaining faith in agency under immutable constraints: Cognitive consequences of believing in negotiable fate. *International Journal of Psychology, 46,* 463-474.

6. Doyle, J. R., Chen, C. H., & **Savani, K.** (2011). New designs for research in delay discounting. *Judgment and Decision Making, 6,* 759-770.

5. **Savani, K.**, Kumar, S., Naidu, N. V. R., & Dweck, C. S. (2011). Beliefs about emotional residue: The idea that emotions leave a trace in the physical environment. *Journal of Personality and Social Psychology, 101,* 684-701.

4. **Savani, K.**, Morris, M. W., Naidu, N. V. R., Kumar. S., & Berlia, N. (2011). Cultural conditioning: Understanding interpersonal accommodation in India and the U.S. in terms of the modal characteristics of interpersonal influence situations. *Journal of Personality and Social Psychology, 100,* 84-102.

3. **Savani, K.**, Stephens, N. M., & Markus, H. R. (2011). The unanticipated interpersonal and societal consequences of choice: Victim-blaming and reduced support for the public good. *Psychological Science, 22,* 795-802.

2010 and previous

2. **Savani, K.**, Markus, H. R., Naidu, N. V. R., Kumar, S., & Berlia, V. (2010). What counts as a choice? U.S. Americans are more likely than Indians to construe actions as choices. *Psychological Science, 21,* 391-398.

1. **Savani, K.**, Markus, H. R., & Conner, A. L. (2008). Let your preference be your guide? Preferences and choices are more tightly linked for North Americans than for Indians. *Journal of Personality and Social Psychology, 95,* 861-876.

Popular Press and Practitioner-oriented Publications

Lau, E.-H., Rattan, A., Romero-Canyas, R., & **Savani, K.** (2024). Appeal to people's cultural values if you want them to carbon offset more. *Forbes*, November 15, 2024.

Rattan, A., Liu, Z., & **Savani, K.** (2024). It's time to end gender stereotypes about leadership – Here's ow. *Forbes*, March 8, 2024.

Madan, S., Ma., A., Rattan, A, & **Savani, K**. (2023). A growth mindset can boost support for increasing the minimum wage. *Harvard Business Review*, November 6, 2023.

Madan, S., Nanakdewa, K., **Savani, K.,** & Markus, H. R. (2021). What makes employees feel empowered to speak up? *Harvard Business Review*, October 13, 2021.

Feng, Z., Liu, Y., Wang, Z, & **Savani, K.** A method for overcoming implicit bias when considering job candidates*. Harvard Business Review*, July 21, 2020.

Ma, A., Yang, Y., & **Savani, K.** How to respond to "Take it or leave it." *Harvard Business Review*, May 25, 2020.

Madan, S. Rattan, A., Basu, S., & **Savani, K.** Why are Americans so divided on refugee policy? *Behavioral Scientist,* March 26, 2019.

Savani, K., & Zou, X. How to get high-potential employees interested in leadership development programs. *Harvard Business Review*, September 7, 2018.

Savani, K. Why strangers can expect more help from people in mixed neighborhoods. *Straits Times*, September 12, 2018.

Savani, K. Decisions, decisions ... the more (options) the merrier. *Straits Times*, November 27, 2017.

Basu, S. & **Savani, K.** To make better choices, look at all your options together. *Harvard Business Review*, June 28, 2017.

Savani, K. When decisions are based on social norms rather than our preferences. *Straits Times*, February 28, 2017.

Grants

Invoking Culturally Relevant Frames to Motivate Dietary Environmentalism (PI). PROCORE-France/Hong Kong Joint Research Scheme 2024/25.

The choice mindset: A nudge to improve the quality of people's decision making (PI). Hong Kong Humanities and Social Science Prestigious Fellowship Scheme. US$27,141. 2024.

Using machine learning to advance the behavioural sciences (PI). The Hong Kong Polytechnic University start-up grant. US$356,384. 2022-2025.

Highlighting the Power of Individuals' Choice and Agency to Prevent Illicit Drug Activities (PI). Singapore Ministry of Home Affairs. US$228,420. 2022-2025.

Taking Advantage of the Future Economy: Role of Universal Mindsets (PI). Singapore Social Science Research Council. US$443,481. 2020-2022.

Enhancing productivity of innovations across cultures for Singapore (Co-PI). Singapore Social

Science Research Council. US$1,726,201. 2017-2021.

Cultural Differences in Memory Processes: Evidence from Part-set Cueing Deficit and Collaborative Inhibition (PI). Singapore Ministry of Education ACRF Tier 1 Grant. US$72,400. 2018-2022.

Achieving "Car-Lite Singapore": Understanding Motorist Behavior and Developing Interventions (PI). Behavioral Studies in the Energy, Water, Waste and Transportation Sectors. US$496,241. 2017-2021.

Influence of Social Motivations on Cultural Learning, Adjustment, and Integration (PI). Singapore Social Science Research Council. US$411,987. 2017-2021.

Psychological Consequences of Exposure to Variability (PI). Nanyang Assistant Professorship Award. US$646,655. 2017-2022.

Role of Implicit Processes in Cultural Learning (PI). Singapore Ministry of Education ACRF Tier 2 Grant. US$204,714. 2014-2017.

Cultural Differences in Meta-norms (PI). Singapore Ministry of Education ACRF Tier 1 Grant. US$66,112. 2016-2019.

Humanities and Social Sciences Fellowship (PI). National University of Singapore. US$40,000. 2014.

Improving Quality of Decision Making Through an Active Decision Making Mindset (PI). Singapore Ministry of Education ACRF Tier 1 Grant. US$28,960. 2014-2017.

Decision Making in Indian Cultural Contexts (Co-PI). Singapore Ministry of Education ACRF Tier 1 Grant. US$55,680. 2013-2015.

Courses Taught

Decision Making for Leadership, MS course, The Hong Kong Polytechnic University
Course evaluation rating: NA / 5.0 (Fall 2023)

Research in Organizational Behavior, PhD course, The Hong Kong Polytechnic University
Course evaluation rating: **4.9** / 5.0 (Spring 2023)

The Science of Decision Making, BBA course, Nanyang Business School
Course evaluation rating: **4.6** / 5.0 (Spring 2021)

Seminar in Culture Science, PhD course, Nanyang Business School
Course evaluation rating: **4.9** / 5.0 (Winter 2018-2020)

Managerial Decision Making, MBA course, Nanyang Business School
Course evaluation rating: **4.6** / 5.0 (Fall 2015-2020)

Managerial Decision Making, MBA course, NUS Business School
Course evaluation rating: **4.7** / 5.0 (Spring 2013, Fall 2013, Fall 2014)

Managerial and Organizational Cognition, BBA course, NUS Business School
Course evaluation rating: **4.8** / 5.0 (Spring 2013, Fall 2013, Fall 2014)

Negotiations and Bargaining, BBA course, NUS Business School
Course evaluation rating: **4.5** / 5.0 (Fall 2013)

Negotiation and Influence in Asia, Executive Education course, NUS
Course evaluation rating: **4.5** / 5.0 (2012-2015)

Mentoring

Former Postdocs:

Shilpa Madan (Assistant Professor, Virginia Tech University)
Vincent Chee (Assistant Professor, Lancaster University, UK)
Zhiyu Feng (Assistant Professor, Renmin University, China)
Shaobo Li (Assistant Professor, Southern University of Science and Technology)
Arjun Sengupta (Assistant Professor, University of Nottingham)
Wang Yan (Research Fellow, Nanyang Technological University)

Former PhD students:

Elizabeth Demissie Degefe (Postdoc, Duke University)
Kevin Nanakdewa (Assistant Professor, Peking University)
Lee Rui Ling (Industry)

Former research assistants:

Anyi Ma (Assistant Professor, Tulane University)
Yu Ding (Assistant Professor, Stanford Graduate School of Business)
Li Shi Tan (PhD student, Leeds University)
Ee Hwee Lau (PhD student, London Business School)
Velvetina Lim (PhD student, University College London)
Sylvia Chin (PhD student, UC Berkeley Haas School of Business)

Invited Talks

06/2025	University of Vienna, Faculty of Psychology
04/2025	Indian Institute of Management Ranchi
11/2024	Chongqing University, Business School
10/2024	Huazhong University of Science and Technology, Business School
05/2024	University of Vienna, Faculty of Psychology
04/2024	Seoul National University, Department of Psychology
02/2024	National University of Singapore Business School
02/2023	Asian Association for Social Psychology
03/2023	Chinese University of Hong Kong Business School
05/2022	New York University, Motivational Psychology Lab
04/2022	Yale University, Department of Psychology
04/2022	Duke University, Department of Psychology
04/2022	Stanford Graduate School of Business
04/2022	San Diego State University
11/2021	Hong Kong University
11/2021	Hong Kong University of Science and Technology
10/2021	Imperial College London Business School
10/2021	Stanford University, Department of Psychology
10/2021	International Association for Conflict Management

10/2021	Computational Culture Laboratory, Stanford and UC Berkeley
09/2021	Hong Kong Polytechnic University, Faculty of Business
09/2021	UC Berkeley Haas School of Business
05/2021	IESE Barcelona
04/2021	Lee Kong Chian School of Business, Singapore Management University
04/2021	Renmin University School of Business
03/2021	George Washington University School of Business
02/2021	Marshall School of Business, University of Southern California
01/2021	Owen School of Management, Vanderbilt University
11/2020	Yale School of Management, Yale University
10/2020	INSEAD Singapore
03/2020	Columbia Business School, Columbia University
02/2020	Kellogg School of Management, Northwestern University
05/2019	Xi'an Jiaotong University Business School, China
04/2019	Southwestern University of Finance and Economics, China
03/2019	Mindsets and Organizational Transformation, London Business School
02/2019	University of California at Irvine, Merage School of Business
10/2018	National Taiwan University
10/2018	National Cheng Kung University, Taiwan
10/2018	Taiwanese Psychological Association Annual Conference
05/2018	Association for Psychological Science Annual Conference
05/2018	Duke University Fuqua School of Business
03/2018	University of Michigan, Institute for Social Research
03/2018	Society for Personality & Social Psychology, Culture Preconference
02/2018	University of Sydney Business School
11/2017	University of New South Wales Business School
07/2017	WU University Vienna, School of Business
02/2017	University of Lausanne, HEC Business School
10/2016	Peking University, Guanghua School of Management
09/2015	National University of Singapore, Department of Political Science
11/2014	UCLA Anderson School of Business
11/2014	Nanyang Technological University, Nanyang Business School
10/2014	HKUST Division of Social Science
04/2014	Singapore University of Technology and Design
10/2013	Singapore Management University, Behavioral Science Institute
06/2013	University of Zurich, Department of Psychology
05/2013	Indian School of Business
01/2013	China-Europe International Business School (CEIBS)
12/2012	Indian Institute of Management, Bangalore
11/2012	Kyoto University Kokoro Research Center
03/2012	National University of Singapore Business School
02/2012	University of California at San Diego, Rady School of Business
01/2012	London Business School

12/2011	INSEAD Singapore
11/2011	University of Chicago Booth School of Business
10/2011	University of Virginia Batten School of Leadership and Public Policy
10/2011	Stanford Graduate School of Business
05/2011	New York University Stern School of Business
05/2010	Columbia Business School
02/2010	HEC Paris
01/2010	UC Berkeley, Haas School of Business