

# THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

## Departmental Research Seminar



### Thinking about Thinking: How Considering Mindsets Can Inform The Way We Understand Our Relationship with Work By

Dr Trevor Foulk  
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**Date : 13 Apr 2023 (THU)**  
**Time : 10 – 11:30 am**  
**Venue : M802 & online via Zoom**

#### Abstract

In two papers, I will discuss how considering employees' internal mindsets can help us both identify and solve important work problems that employees may be experiencing. In the first paper, taking an identity perspective, I will demonstrate that domain-incongruent self-affirmation (defined as affirming an important non-work identity while at work) can change employees' mindsets in a way that induces anxiety, and that this affirmation-induced anxiety can have costs for employees, both at work and at home. In the second paper, taking a goal perspective, I will demonstrate how non-work goal reflection (thinking about important non-work goals at the end of the workday) can shift employees mindsets in a way that helps them stop ruminating about work during non-work time, and how rumination mediates the effect of non-work goal reflection on employees' after-work well-being. Taken together, these studies highlight the importance of employees' internal mindsets, and provide insights into how employees understand and interpret the work environment and their relationships with it.

**Dr Trevor Foulk** is an Associate Professor of Management & Organization at the Robert H. Smith School of Business at the University of Maryland. He received his Ph.D. in Organizational Behavior from the Warrington College of Business at the University of Florida, and his Bachelor of Business Administration from the University of Massachusetts.

Dr Foulk's research interests include deviant workplace behaviors, workplace power dynamics, social perception, and interpersonal influence behaviors. His research has been published in the *Academy of Management Journal*, the *Journal of Applied Psychology*, the *Journal of Organizational Behavior*, *Organizational Dynamics*, and *Pediatrics*. Dr Foulk has contributed articles to *Time Magazine*, *Harvard Business Review*, and *USA Today*, and his work has been featured in the *Wall Street Journal*, *People Magazine*, *Scientific American*, *Fortune*, *The Huffington Post*, *New York Magazine*, the *Boston Globe*, the *LA Times*, *ABC News*, and *NBC News*.

**All interested are welcome.**



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