

# Karoline STRAUSS

Professor

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Department: Management  
Campus de Cergy

## DIPLOMAS

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| 2010 | Ph.D. in Organizational Psychology<br>(University of Sheffield United Kingdom)  |
| 2006 | Magistra rerum naturalium (MSc) in Psychology<br>(Université de Vienne Austria) |

### CERTIFICATES

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|------|---|
| 2013 | Postgraduate certificate in learning and teaching<br>(University of Sheffield United Kingdom) |
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## CAREER

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### FULL-TIME ACADEMIC APPOINTMENTS

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|-------------------|--|
| 2015 - 2018-08-31 | Associate Professor (ESSEC Business School France)   |
| 2018 - Now        | Professor (ESSEC Business School France)   |
| 2013 - 2015-08-31 | Associate Professor in Organisational Behaviour (Warwick Business School United Kingdom)             |
| 2010 - 2013-08-31 | Lecturer (equiv. of Assistant Professor) in Work Psychology (University of Sheffield United Kingdom) |

### OTHER ACADEMIC APPOINTMENTS

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|-------------------|--|
| 2018 - 2027-08-31 | Academic Director, Global BBA Dissertations (ESSEC Business School France) |
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2020 - 2024-08-31 Chaired Professor ESSEC Sport (ESSEC Business School France)

## OTHER APPOINTMENTS

2009 - 2010-08-31 Research Associate, Institute of Work Psychology (University of Sheffield United Kingdom)

## PUBLICATIONS

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### JOURNAL ARTICLES

[ROFCANIN, Y., KIEFER, T. et STRAUSS, K. \(2017\). What Seals the I-Deal? Exploring the Role of Employees' Behaviours and Managers' Emotions. \*Journal of Occupational and Organizational Psychology\*, 90\(2\), pp. 203-224.](#)

[STRAUSS, K., PARKER, S.K. et O'SHEA, D. \(2017\). When Does Proactivity Have a Cost? Motivation at Work Moderates the Effects of Proactive Work Behavior on Employee Job Strain. \*Journal of Vocational Behavior\*, 100, pp. 15-26.](#)

[STRAUSS, K. et PARKER, S.K. \(2018\). Intervening to Enhance Proactivity in Organizations: Improving the Present or Changing the Future. \*Journal of Management\*, 44\(3\), pp. 1250-1278.](#)

[RACKO, G., STRAUSS, K. et BURCHELL, B. \(2017\). Economics education and value change: The role of program normative homogeneity and peer influence. \*Academy of Management Learning and Education\*, 16\(3\), pp. 373-392.](#)

[STRAUSS, K., LEPOUTRE, J. et WOOD, G. \(2017\). Fifty Shades of Green: How Microfoundations of Sustainability Dynamic Capabilities Vary Across Organizational Contexts. \*Journal of Organizational Behavior\*, 38\(9\), pp. 1338-1355.](#)

[BURGESS, N., STRAUSS, K., CURRIE, G. et WOOD, G. \(2015\). Organizational Ambidexterity and the Hybrid Middle Manager: The Case of Patient Safety in UK Hospitals. \*Human Resource Management\*, 54\(1\), pp. 87-109.](#)

[SPYRIDONIDIS, D., CURRIE, G., HEUSINKVELD, S., STRAUSS, K. et STURDY, A. \(2016\). The Translation of Management Knowledge: Challenges, Contributions and New Directions. \*International Journal of Management Reviews\*, 18\(3\), pp. 231-235.](#)

[STRAUSS, K., GRIFFIN, M.A. et RAFFERTY, A.E. \(2009\). Proactivity directed toward the team and organization: The role of leadership, commitment, and role-breadth self-efficacy. \*British Journal of Management\*, 20\(3\), pp. 279-291.](#)

- [PARKER, S.K., BINDL, U.K. et STRAUSS, K. \(2010\). Making things happen: A model of proactive motivation. \*Journal of Management\*, 36\(4\), pp. 827-856.](#)
- [STRAUSS, K., GRIFFIN, M.A. et PARKER, S.K. \(2012\). Future Work Selves: How salient hoped-for identities motivate proactive career behaviors. \*Journal of Applied Psychology\*, 97\(3\), pp. 580-589.](#)
- [STRAUSS, K., GRIFFIN, M.A., PARKER, S.K. et MASON, C.M. \(2015\). Building and sustaining proactive behaviors: The role of adaptivity and job satisfaction. \*Journal of Business and Psychology\*, 30\(1\), pp. 63-72.](#)
- [STRAUSS, K., NIVEN, K., MCCLELLAND, C.R. et CHEUNG, B.K.T. \(2015\). Hope and optimism in the face of change: Contributions to task adaptivity. \*Journal of Business and Psychology\*, 30\(4\), pp. 733-745.](#)
- [VALERO, D., HIRSCHI, A. et STRAUSS, K. \(2015\). Hope in Adolescent Careers: Mediating Effects of Work Motivation on Career Outcomes in Swiss Apprentices. \*Journal of Career Development\*, 42\(5\), pp. 381-395.](#)
- [KELLY, C.M., STRAUSS, K., ARNOLD, J. et STRIDE, C. \(2020\). The Relationship between Leisure Activities and Psychological Resources That Support a Sustainable Career: The Role of Leisure Seriousness and Work-Leisure Similarity. \*Journal of Vocational Behavior\*, 117.](#)
- [FAY, D., STRAUSS, K., SCHWAKE, C. et URBACH, T. \(2023\). Creating meaning by taking initiative: Proactive work behavior fosters work meaningfulness. \*Applied Psychology: An International Review\*, 72\(2\), pp. 506-534.](#)
- [URBACH, T., DEN HARTOG, D.N., FAY, D., PARKER, S.K. et STRAUSS, K. \(2021\). Cultural variations in whether, why, how, and at what cost people are proactive: A followership perspective. \*Organizational Psychology Review\*, 11\(1\), pp. 3-34.](#)
- [CURCURUTO, M., STRAUSS, K., AXTELL, C. et GRIFFIN, M.A. \(2020\). Voicing for safety in the workplace: A proactive goal-regulation perspective. \*Safety Science\*, 131, pp. 104902.](#)
- [GEORGE, M., STRAUSS, K., MELL, J. et VOUGH, H. \(2023\). When "who I am" is under threat: Measures of threat to identity value, meanings, and enactment. \*Journal of Applied Psychology\*, 108\(12\), pp. 1952-1978.](#)
- [STEPHAN, U., STRAUSS, K., GORGIEVSKI, M.J. et WACH, D. \(2024\). How entrepreneurs influence their employees' job satisfaction: The double-edged sword of proactive personality. \*Journal of Business Research\*, 74, pp. 114492.](#)
- [EL MANSOURI, M., STRAUSS, K., FAY, D. et SMITH, J. \(2024\). The cognitive cost of going the extra mile: How striving for improvement relates to cognitive performance. \*Journal of Applied Psychology\*, 109\(10\), pp. 1592-1610.](#)
- [VOIGT, J. et STRAUSS, K. \(2024\). How future work self salience shapes the effects of interacting with artificial intelligence. \*Journal of Vocational Behavior\*, 155, pp. 104054.](#)

[TALLURI, S.B., STRAUSS, K., NEWMAN, A. et VOIGT, J. \(2025\). Future work self salience: A systematic review and future research agenda. \*Applied Psychology: An International Review\*, 74\(3\), pp. e70018.](#)

[VOIGT, J. et STRAUSS, K. \(2025\). Let it go and embrace something new: How goal reengagement capacities moderate the effect of interacting with artificial intelligence on career optimism. \*Journal of Vocational Behavior\*, 161, pp. 104154.](#)

[STRAUSS, K., MELL, J.N., ANSEEL, F., LOERMANS, A. et SLUSS, D. \(2026\). Complementarity in Future Selves: How Networks of Future-Oriented Cognitive Representations Influence Individuals' Ability to Proactively and Adaptively Manage Their Career. \*Organization Science\*, 37\(1\), pp. 90-112.](#)

[FARRELL, J.B., FLOOD, P.C., HODGKINSON, G.P., KILROY, S., RIVKIN, W. et STRAUSS, K. \(2025\). The impact of positive work relationships on proactive behaviors: A multilevel study. \*Applied Psychology: An International Review\*, 74\(5\), pp. art. no. e70029.](#)

## **BOOK CHAPTERS**

[STRAUSS, K. et KELLY, C. \(2017\). An Identity-Based Perspective on Proactivity: Future Work Selves and Beyond. Dans: \*Proactivity at Work\*. 1st ed. Routledge, pp. 330-354.](#)

[ANSEEL, F., STRAUSS, K. et LIEVENS, F. \(2017\). How Future Work Selves Guide Feedback Seeking and Feedback Responding at Work. Dans: \*The Self at Work: Fundamental Theory and Research\*. 1st ed. Routledge, pp. 295-318.](#)

[STRAUSS, K. \(2025\). When Culture Plays a Part in Shaping Employee Proactivity. Dans: Adrián Zicari, Tom Gamble eds. \*Employee Meaning and Wellbeing: The Responsible Organisation\*. 1st ed. London: Routledge.](#)

[FARRELL, J. et STRAUSS, K. \(2013\). The people make the place, and they make things happen: Proactive behavior at work. Dans: \*Relationships in organisations: A work psychology perspective\*. 1st ed. Palgrave Macmillan, pp. 107-136.](#)

[STRAUSS, K. et PARKER, S.K. \(2014\). Effective and sustained proactivity in the workplace: A self-determination theory perspective. Dans: \*The Oxford Handbook of Work Engagement, Motivation, and Self-Determination Theory\*. 1st ed. Oxford University Press, pp. 50-72.](#)

[STRAUSS, K. \(2021\). Future work selves in academia. Dans: Tomislav Hernaus, Matej ?erne eds. \*Becoming an Organizational Scholar\*. 1 ed. Cheltenham, UK: Edward Elgar Publishing Ltd, pp. 95-108.](#)

[STRAUSS, K. \(2024\). Future work selves. Dans: P. Matthijs Bal \(ed.\). \*Elgar Encyclopedia of Organizational Psychology\*. 1st ed. Cheltenham, UK: Edward Elgar Publishing Ltd, pp. 271-273.](#)

[STRAUSS, K. \(2025\). Play Hard, Work Smart: How Leisure Can Help Your Job Performance and Career Success. Dans: Adrián Zicari, Tom Gamble eds. \*Employee Meaning and Wellbeing: The\*](#)

*Responsible Organisation*. 1st ed. London: Routledge.

## **PRESENTATIONS AT AN ACADEMIC OR PROFESSIONAL CONFERENCE**

BAGASH, A., STRAUSS, K. et EUBANKS, D.L. (2016). Leader Identity Threat and the Interplay of Employee Work Behaviors and Gender. Dans: 2016 Academy of Management Annual Meeting.

GEORGE, M. et STRAUSS, K. (2018). The Self Left at Home: How Hypothetical Home Selves Influence Expatriates. Dans: 78th Academy of Management Annual Meeting.

GEORGE, M. et STRAUSS, K. (2019). The Self Left at Home: How Hypothetical Home Selves Influence Expatriates. Dans: 19th European Association for Work and Organizational Psychology (EAWOP) Congress 2019.

UTE, S., STRAUSS, K., WACH, D. et GORGIEVSKI, M. (2016). How Entrepreneurs Influence Employees' Job Satisfaction: The Double-edged Sword of Proactivity. Dans: 2016 Academy of Management Annual Meeting.

URI, C., STRAUSS, K. et AXTELL, C. (2015). How Leaders Stimulate Day-level Proactivity: Effects of Need Satisfaction and Job Complexity. Dans: 2015 Academy of Management Annual Meeting.

STRAUSS, K., LOERMANS, A., MELL, J. et ANSEEL, F. (2019). Future Work selves as Dynamic Networks of future-oriented self-representations. Dans: 2019 Academy of Management Annual Meeting.

ROFCANIN, Y., KIEFER, T. et STRAUSS, K. (2015). Sealing the Deal: The Role of Employee Motives and Leader Emotions. Dans: 2015 Academy of Management Annual Meeting.

KELLY, C., STRAUSS, K. et ARNOLD, J. (2018). The Role of Serious Leisure in Creating Resources for a Sustainable Career. Dans: 78th Academy of Management Annual Meeting.

GEORGE, M. et STRAUSS, K. (2017). The Self Left at Home: How Hypothetical Home Selves Influence Expatriates. Dans: 2017 Academy of Management Meeting.

STRAUSS, K., KELLY, C. et ARNOLD, J. (2017). Work Hard, Play Hard: Examining the Enriching Effects of Serious Leisure on Daily Work Performance. Dans: 2017 Academy of Management Meeting.

STRAUSS, K. et ANSEEL, F. (2022). Capturing Identity Dynamics: A Network-Based Approach to Identity Construction Processes. Dans: 2022 Academy of Management Annual Meeting. Seattle.

STRAUSS, K. et PARKER, S.K. (2010). Anticipation and identity: Future selves as a source of proactive goals. Dans: Academy of Management Annual Meeting. Chicago.

STRAUSS, K. et HERSHCOVIS, S. (2010). Ideal and feared future work selves: The influence of hope on future-oriented identities. Dans: Academy of Management Annual Meeting. Montreal.

[STRAUSS, K., GRIFFIN, M.A. et PARKER, S.K. \(2010\). Motivating proactive behavior to achieve a sustainable career: The power of the future work self. Dans: Academy of Management Annual Meeting. Chicago.](#)

[STRAUSS, K. \(2012\). A self-concordance perspective on proactivity in organizations. Dans: Academy of Management Annual Meeting. Boston.](#)

[STRAUSS, K. \(2012\). Ideal and feared future work selves: Implications for feedback seeking and feedback monitoring. Dans: Academy of Management Annual Meeting. Boston.](#)

[STRAUSS, K. et PARKER, S.K. \(2012\). Intervening to enhance eudaimonic well-being in the workplace: The Active Workforce Initiative. Dans: Academy of Management Annual Meeting. Boston.](#)

[VAN DEN BROECK, A., STRAUSS, K. et VANBELLE, E. \(2013\). How proactive employees engage in job crafting and improve their engagement: The role of affect. Dans: Academy of Management Annual Meeting. Lake Buena Vista.](#)

[CURUCUTO, M., STRAUSS, K. et AXTELL, C. \(2013\). Proactivity in occupational safety: A goal regulation perspective. Dans: Academy of Management Annual Meeting. Lake Buena Vista.](#)

[STRAUSS, K., PARKER, S.K. et O'SHEA, D. \(2013\). The personal cost of proactive behavior: Moderating effects of controlled motivation. Dans: Academy of Management Annual Meeting. Lake Buena Vista.](#)

[STRAUSS, K. et PARKER, S.K. \(2014\). Making my desired future happen: A future work self intervention to enhance proactive behavior at work. Dans: Academy of Management Annual Meeting. Philadelphia.](#)

[STRAUSS, K., ROCKMAN, K. et GEORGE, K. \(2020\). Boundary Crossing and Cognitive Processing: How the Self Left at Home Influences Expatriate. Dans: 2020 Academy of Management Annual Meeting.](#)

[EL MANSOURI, M., STRAUSS, K., FAY, K. et SMITH., K. \(2020\). The Impact of Daily Individual Proactive Behavior on Working Memory Performance. Dans: 2020 Academy of Management Annual Meeting.](#)

[KELLY, C.M., STRAUSS, K. et ARNOLD, J. \(2015\). A "Serious" Perspective on Leisure-Work Enrichment A "Serious" Perspective on Leisure-Work Enrichmen A "Serious" Perspective on Leisure-Work Enrichment. Dans: 2015 Academy of Management Annual Meeting.](#)

[GEORGE, M., STRAUSS, K., MELL, J. et VOUGH, H. \(2021\). Development and validation of an identity threat scale. Dans: 2021 Academy of Management Annual Meeting. Online.](#)

[STRAUSS, K., LOERMANS, A., MELL, J. et ANSEEL, F. \(2020\). Coherence and Plurality in Visions of the Future: A Network-Based Approach to Future Work Selves. Dans: 2020 Academy of Management Careers Division Community Conference - Careers in Context: Theorizing in and](#)

[about Turbulent Times.](#)

[ROFCANIN, Y., KIEFER, T. et STRAUSS, K. \(2014\). How i-deals build resources to facilitate reciprocation: The mediating role of positive affective states in the relationship between i-deals and supervisor-rated outcomes. Dans: Academy of Management Annual Meeting. Philadelphia.](#)

## **CONFERENCE PROCEEDINGS**

[FAY., K., SCHWAKE., K., STRAUSS, K. et URBACH, K. \(2020\). A Dual Pathway Model of Daily Proactive Work Behavior on Hedonic and Eudaimonic Well-Being. Dans: \*2020 Academy of Management Annual Meeting\*.](#)

[STRAUSS, K., MELL, J., ANSEEL, F. et LOERMANS, A. \(2021\). Synergy and Conflict in Visions of the Future: A Network-Based Approach to Future Work Selves. Dans: \*Proceedings of the 81st Annual Meeting of the Academy of Management \(AOM 2021\)\*. Academy of Management, pp. <https://doi.org/10.5465/AMBPP.2021.78>.](#)

## **PRESS ARTICLE, VIDEO OR OTHER POPULAR MEDIA**

[STRAUSS, K. \(2021\). All That Glitters Is Not a Gold Medal: Putting Athletes' Mental Health in the Spotlight. \*ESSEC Knowledge\*.](#)

[STRAUSS, K. \(2023\). Death by a Thousand Paper Cuts: How Subtle Workplace Discrimination Can Undermine Our Sense of Self. \*ESSEC Knowledge\*.](#)

## **RESEARCH ACTIVITIES**

### **Function in an academic association**

2017 - 2019: Representative-at-large, Managerial and Organizational Cognition Division (Academy of Management )

### **Participation in scientific commissions or reviewer for a conference**

2012 - 2013: Chair of the Scientific Committee of the 2012 IWP International Conference on Work, Well-being and Performance

1982 - Now: Ad-hoc reviewer for the Economic and Social Research Council and the British Academy (UK)

### **Reviewer for a journal**

- Reviewer for Current Directions in Psychological Science
- Human Relations
- Human Resource Management
- Journal of Management Studies
- Journal of Organizational Behavior
- Leadership Quarterly
- Organization Science

### **Role as an expert or appraiser in a research organization**

- 1982 - Now: Ad-hoc reviewer for the Research Foundation Flanders – FWO (Belgium),  
 1982 - Now: Ad-hoc reviewer for Research Grants Council of Hong Kong

### **Member of an academic association**

- 2008 - Now: Member of the Academy of Management  
 2019 - Now: Member of the European Association of Work and Organizational Psychology  
 2013 - Now: Academic Member of the UK Chartered Institute of Personnel and Development

### **Editorial Board Membership**

- 2017 - Now: Editorial board membership - British Journal of Management  
 2016 - Now: Editorial board membership - Journal of Applied Psychology  
 2017 - Now: Editorial board membership - Journal of Management  
 2017 - 2020: Editorial board membership - Journal of Occupational and Organizational Psychology  
 2026 - Now: Editorial board membership - Personnel Psychology