

Daniel Dong-Wook Kim
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EDUCATION

University of Florida

Ph.D. in Business Administration (Expected May 2025)

Dissertation Title: To Lead is To Err: Threat and Opportunity as a Lens to Examine Leaders' Error Responses and Subsequent Leader Perceptions

Dissertation Committee: Dr. Klodiana Lanaj (Chair), Dr. Mo Wang, Dr. Joyce Bono, Dr. Richard Lutz

College of William and Mary

B.S. in Psychology with Highest Honors (2017)

RESEARCH INTERESTS

My research focuses on better understanding complex interpersonal experiences that may matter for employee effectiveness and wellbeing across both work and home domains. To illustrate, I investigate how being engaged at work is a double-edged sword, how acting with incivility and power at work can be both good and bad for actors, as well as how experiencing gratitude at work and at home impacts employees across both domains. Similarly, in my dissertation, I study how leaders can both hurt and gain from making errors at work. In all, my research recognizes the duality of many positive and negative work behaviors and takes a nuanced approach to shed light on what helps employees thrive at work and at home.

PUBLISHED MANUSCRIPTS

Tewfik, B. A., **Kim, D.**, & Patil, S. V. (2024). The ebb and flow of job engagement: Engagement variability and emotional stability as interactive predictors of job performance. *Journal of Applied Psychology*, 109(2), 257-282. <https://doi.org/10.1037/apl0001129>

Hu, J., **Kim, D.**, & Lanaj, K. (2024). The benefits of reflecting on gratitude received at home for leaders at work: Insights from three field experiments. *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0001194>

Press coverage by UF News and Phys.Org.

Kim, D., Lanaj, K., & Koopman, J. (Forthcoming). Incivility affects actors too: The complex effects of incivility on perpetrators' work and home behaviors. *Journal of Business Ethics*.

Press coverage by UF News and Phys.Org.

MANUSCRIPTS UNDER REVIEW

Kim, D., Lanaj, K., Jennings, R. E., & Foulk, T. [Power and competitiveness]. Revise and resubmission (2nd round) at *Personnel Psychology*.

Jennings, R. E., **Kim, D.**, Li, Y., Lanaj, K., & Settles, A. [Help-seeking]. Revise and resubmission (1st round) at *Journal of Applied Psychology*.

Tewfik, B. A., & **Kim, D.** [Imposter thoughts]. Under review at *Administrative Science Quarterly*.

Jennings, R. E., **Kim, D.**, Lanaj, K., & Krishnan, S. [Coworker disclosure]. Under review at *Personnel Psychology*.

MANUSCRIPTS IN PROGRESS

Kim, D., Lee, E., Lanaj, K., & Jennings, R. E. [Leadership and appreciation]. Writing. Target: *Academy of Management Journal*.

Lee, E., **Kim, D.**, Lanaj, K. [Support and Leadership]. Data collection. Target: *Journal of Applied Psychology*.

BUSINESS ARTICLES

Hu, J., **Kim, D.**, & Lanaj, K. Reflecting on gratitude received at home makes you a better leader at work. *Lead Read Today*. May 2024. Link: <https://fisher.osu.edu/blogs/leadreadtoday/reflecting-gratitude-received-home-makes-you-a-better-leader-work>

CONFERENCE PRESENTATIONS

Jennings, R. E., **Kim, D.**, Li, Y., Lanaj, K., & Settles, A. (2024, August). *The costs and benefits of personal help seeking at work*. In R. E. Jennings (Chair), *Context Matters: New Perspectives on How Social Context Shapes Employee Prosocial Behavior*. Symposium presented at the 84th Annual Conference of the Academy of Management. Chicago, IL.

Jennings, R. E., **Kim, D.**, Lanaj, K., & Krishnan, S. (2023, October). *The good and bad of receiving personal disclosures at work*. Paper presented at Southern Management Association Conference. St. Pete Beach, FL.

Tewfik, B. A., & **Kim, D.** (2023, August). *The double-edged sword of workplace impostor thoughts on creativity: Affective rumination and problem-solving pondering as competing mechanisms*. In N. Berghoff (Chair), *Impostorism in the workplace – A new perspective*. Symposium presented at the 83rd Annual Conference of the Academy of Management. Boston, MA.

Hu, J., **Kim, D.**, & Lanaj, K. (2023, August). *The Benefits of Reflecting on Gratitude Received at Home for Leaders at Work: Insights from Three Field Experiments*. In G. Cormier & L. Giurge (Chairs), *Leader and Employee Well-Being: Identifying Strategies and Overcoming Barrier*. Symposium presented at the 83rd Annual Conference of the Academy of Management. Boston, MA.

Jennings, R. E., **Kim, D.**, Lanaj, K., & Krishnan, S. (2023, August). *The good and bad of receiving personal disclosures at work*. In R. E. Jennings (Chair), *Who I really am: Antecedents and consequences of self-expression and self-disclosure at work*. Symposium presented at the 83rd Annual Conference of the Academy of Management. Boston, MA.

Kim, D., Lanaj, K., & Jennings, R. E. (2022, August). *Power is sticky: The complicated nature of power for the powerholder*. In R. E. Jennings & T. Sabey (Chairs), *When hierarchy helps: Exploring positive outcomes of social hierarchies at work*. Symposium presented at the 82nd Annual Conference of the Academy of Management. Seattle, WA.

AWARDS AND HONORS

PhD Student Teaching Award, University of Florida College of Business, 2022-2023

TEACHING EXPERIENCE

University of Florida

- MAN 3240 Organizations: Structure and Behavior, *Undergraduate, Fall 2022*
 - Evaluation (in-person course): 4.78/5.00
- MAN 3240 Organizations: Structure and Behavior, *Undergraduate, Fall 2023*
 - Evaluation (in-person course): 4.80/5.00

PROFESSIONAL SERVICE

Ad-Hoc Reviewing

- Personnel Psychology
- Journal of Organizational Behavior

Academy of Management

- Reviewer for Organizational Behavior Division, 2023
- Reviewer for Organizational Behavior Division, 2024

International Association for Conflict Management

- Reviewer for Annual Conference, 2023

Southern Management Association

- Reviewer for Annual Conference, 2023