

Frederik Anseel

PERSONAL INFORMATION

UNSW Business School | UNSW Sydney
Gate 2, Level 6, The UNSW Business School Building
UNSW Sydney NSW 2052, Australia

Date of Birth: September 7th, 1978
Nationality: Belgian, Permanent Resident Australia

Contacts
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ACADEMIC EMPLOYMENT

Professor of Management and Associate Dean (Research) 2019 - Current
UNSW Business School, UNSW Sydney, Australia

Professor of Management and Vice Dean (Research) 2017 – 2019
King's Business School, King's College London, London, UK

Professor of Organizational Psychology and Head of Department 2013 – 2017
Department of Personnel Management, Work and Organizational Psychology,
Ghent University, Belgium

Associate Professor Organizational Psychology 2012 – 2014
Department of Personnel Management, Work and Organizational Psychology,
Ghent University, Belgium

Assistant Professor Organizational Psychology 2007 – 2012
Department of Personnel Management, Work and Organizational Psychology,
Ghent University, Belgium

Postdoctoral researcher 2006
Department of Social and Organizational Psychology, University of Groningen,
The Netherlands

Invited Visiting Professor (Teaching & Research) 2016
Department of Management, Bocconi University, Milan, Italy

Invited Visiting Professor (Teaching & Research) 2014 – 2015
Department of Management, ESSEC Business School, Paris France

EDUCATION

PhD, Organizational Psychology May, 2005
Advisor: Prof. Filip Lievens (now SMU)
Ghent University, Belgium

M.A. Degree Organizational Psychology June, 2001
Ghent University, Belgium

B.A. Degree Psychology June, 1999
Ghent University, Belgium

LEADERSHIP ROLES

UNSW Sydney (2019 – current)

Associate Dean (Research) and Senior Management Team, UNSW Business School

King's College London (2017-2019)

Vice Dean (Research) and Senior Leadership Team, King's Business School

Ghent University (2013-2017/current)

Head of Department, Fundraising Lead, External Advisor Talent Management Cabinet Rector

European Association of Work and Organizational Psychology (EAWOP, 2017-2022)

President

ENTREPRENEURSHIP/ INDUSTRY EXPERIENCE

Founder and co-Director (2014-2019), *The Vigor Unit*. Ghent University spin-off and currently independent consulting agency. Provides people analytics services to industry and government. More information at vigorunit.com.

External Advisor Human Capital Deloitte (2018-2019). Strategic advice new product development and human capital services.

RESEARCH INTERESTS

My research focuses on the psychological microfoundations of organizational **learning** and **innovation** and the role of **leadership** in these processes.

AWARDS AND HONORS

- Elected Fellow *International Association of Applied Psychology* (2018)
- King's Teaching Excellence (2018)
- Most downloaded paper in *Research Policy* for “Work organization and mental health problems in PhD students” (2017, 2018, 2019, 2020).
- Award for 2nd ranked paper in the Altmetric TOP-100 of all scientific research outputs in 2017 for “Work organization and mental health problems in PhD students”
- Best Paper Award Israel Organizational Behavior Conference (2018) (“Disentangling Reflection Strategy and Focus: The Combined Effects of Task and Imaginative Reflection on Creativity”)
- Nominated Best Symposium Award Academy of Management Conference (MOC, 2019) - 'In-between: The Role of Identity Processes in Undertaking and Navigating Transitions'
- Elected as member of the Young Academy Belgium (2016; Most promising scientists under 40)
- Best Science Communication Award, 2014 - Belgian Academy of Sciences
- Nominated Best Mentor Award Academy of Management OB division (2015, 2016)
- Best Paper Award at the annual meeting of the Dutch Society of Work and Organizational Psychology (WAOP) (2012)
- Best Paper Award at the Academy of Management 2009 Annual Meeting for “Reflection as a strategy to enhance performance after feedback” (with Filip Lievens and Eveline Schollaert)
- Assessment Council Student Paper Recognition, International Personnel Management Association (2007)
- Best Reviewer Award - *Journal of Organizational Behavior* (2010, 2012)
- Voted most popular professor by students at Ghent University (2011)
- Minerva Award for Research Contributions at Ghent University (2012)

SELECTED PUBLICATIONS

Google scholar (September 2020): h-index 32, **5530** citations.

Web of Science (September 2020): h-index 24, **1930** citations.

Authors marked with * were PhD student, postdocs, or senior researchers in my lab

1. Vandenberghe, C., Landry, G., Bentein, K., **Anseel, F.**, Mignonac, K., & Roussel, P. (in press). A dynamic model of the effects of feedback-seeking behavior and organizational commitment on newcomer turnover. *Journal of Management*.
2. Kniffin, K. M., Narayanan, J., **Anseel, F.**, Antonakis, J., Ashford, ... , M., Van vugt, M. (in press). COVID-19 and the Workplace: Implications, Issues, and Insights for Future Research and Action. *American Psychologist*.
3. *Levecque, K., **Anseel, F.**, *De Beuckelaer, A., Van der Heyden, J., Lydia, G. (2017). Work organization and mental health problems in PhD students. *Research Policy*, 46, 4, 709-880.
* *Web of Science Highly Cited paper (top 1% citations in the field)*
* *2nd place Altmetric top-100 in 2017; discussed in Nature, Science and PNAS.*
4. Collewaert, V., **Anseel, F.**, *Crommelinck, M., De *Beuckelaer, A., & *Vermeire, J. (2016). When passion fades: Disentangling the temporal dynamics of entrepreneurial passion for founding. *Journal of Management Studies*, 53, 966-995.
* *This study was highlighted in Harvard Business Review.*
5. **Anseel, F.**, Beatty, A., Shen, W., Lievens, F., & Sackett, P.R. (2015). How are we doing after 30 years? A meta-analytic review of the antecedents and outcomes of feedback-seeking behavior. *Journal of Management*, 41, 318-348.
* *Web of Science Highly Cited paper (top 1% citations in the field)*
6. *Leroy, H., **Anseel, F.**, Sels, L., Gardner, W. (2015). Authentic leadership, authentic followership, basic need satisfaction, and work role performance: A cross-level study. *Journal of Management*, 41, 1677-1697.
* *Web of Science Highly Cited paper (top 1% citations in the field)*
7. *Leroy, H., Dierynck, B., **Anseel, F.**, Simons, T., Halbesleben, J., McCaughey, D., Savage, G., & Sels, L. (2012). Behavioral integrity for safety, priority of safety, psychological safety, and patient safety: A team-level study. *Journal of Applied Psychology*, 97, 1273-1281.
8. Ellis, S., *Carette, B., **Anseel, F.** & Lievens, F. (2014). Systematic Reflection: Implications for learning from failures and successes. *Current Directions in Psychological Science*, 23, 67-72.
9. **Anseel, F.**, Lievens, F., & Schollaert, E. (2009). Reflection as a strategy for enhancing the effect of feedback on task performance. *Organizational Behavior and Human Decision Processes*, 110, 23-35.
* *Winner Academy of Management Best Paper Award*
10. **Anseel, F.**, & Duyck, W. (2008). Unconscious applicants: A systematic test of the name-letter effect. *Psychological Science*, 19, 1059-1060.
* *This study was highlighted in the New York Times, The Guardian and Psychology Today*
11. Harris, M. M., **Anseel, F.**, & Lievens, F., & (2008). Keeping up with the joneses: The relationship between upward, lateral, and downward pay comparisons and pay satisfaction. *Journal of Applied Psychology*, 93, 665-773.
12. **Anseel, F.**, Duyck, W., De Baene, W., & Brysbaert, M. (2004). Journal impact factors and self-citations: Implications for psychology journals. *American Psychologist*, 59, 49-51.

OTHER PEER-REVIEWED PUBLICATIONS

13. * Maertens, R., **Anseel, F.**, & van der Linden, S. (2020). Combatting climate change misinformation: Evidence for longevity of inoculation and consensus messaging effects. *Journal of Environmental Psychology*, 101455.

14. * Van Lysebetten, S., **Anseel, F.**, & Sanchez, D. R. (2020). The effects of situation variability in a simulation-based training for implicit innovation knowledge. *Simulation & Gaming*, 1046878120914327.
15. * Van Damme, M. J., **Anseel, F.**, Duyck, W., & Rietzschel, E. F. (2019). Strategies to improve selection of creative ideas: An experimental test of epistemic and social motivation in groups. *Creativity and Innovation Management*, 28(1), 61-71.
16. * Castro, D. R., **Anseel, F.**, Kluger, A. N., Lloyd, K. J., & Turjeman-Levi, Y. (2018). Mere listening effect on creativity and the mediating role of psychological safety. *Psychology of Aesthetics, Creativity, and the Arts*, 12(4), 489.
17. * Sijbom, R. B., **Anseel, F.**, *Crommelinck, M., *De Beuckelaer, A., & De Stobbeleir, K. E. (2018). Why seeking feedback from diverse sources may not be sufficient for stimulating creativity: The role of performance dynamism and creative time pressure. *Journal of Organizational Behavior*, 39(3), 355-368.
18. * Sijbom, R. B., Lang, J. W. B., & **Anseel, F.** (2018). Leaders' achievement goals predict employee burnout above and beyond employees' own achievement goals. *Journal of Personality*.
19. Rodríguez-Sánchez, A., *Devloo, T., Rico, R., Salanova, M., & **Anseel, F.** (2017). What makes creative teams tick? Cohesion, engagement, and performance across creativity tasks: A three-wave study. *Group and Organization Management*, 42, 4, 521–547.
20. *Devloo, T., Anseel, F., *De Beuckelaer, A., & *Feys, M. (2016). When the fire dies: Perceived success and support for innovation shape the motivating potential of innovative work behaviour. *European Journal of Work and Organizational Psychology*, 25, 512-524.
21. Van Waeyenberg, T., Decramer, A., & **Anseel, F.** (2015). Home nurses' turnover intentions: The impact of informal supervisory feedback and self-efficacy, *Journal of Advanced Nursing*, 12747, 2867-2878.
22. Vergauwe, J., Wille, B., *Feys, M., De Fruyt, F., & Anseel, F. (2015). Fear of being exposed. The trait-relatedness of the impostor phenomenon and its relevance in the work context. *Journal of Business and Psychology*, 30, 565-581.
23. *Feys, M., & **Anseel, F.** (2015). When idols look into the future: Fair treatment modulates the affective forecasting error in talent show candidates. *British Journal of Social Psychology*, 54, 19-36.
24. *Devloo, T., **Anseel, F.**, De Beuckelaer, A. & Salanova, M. (2015). Keep the fire burning: Reciprocal gains of basic need satisfaction, intrinsic motivation and innovative work behavior. *European Journal of Work and Organizational Psychology*, 4, 491-504.
25. Poortvliet, P.M., **Anseel, F.**, & Theeuwissen, F. (2015). Mastery-approach and mastery-avoidance goals and their relation with exhaustion and engagement at work: The roles of emotional and instrumental support. *Work & Stress*, 29, 150-170.
26. **Anseel, F.**, *Carette, B., Lang, J.W.B., & Lievens, F. (2014). The move to business schools: How Is industrial–organizational psychology holding up in Europe? *Industrial and Organizational Psychology*, 7, 365-370.
27. *Carette, B., **Anseel, F.**, & Lievens, F. (2013). Does career timing of challenging job assignments influence the relationship with in-role job performance? *Journal of Vocational Behavior*, 83, 61-67.
28. *Leroy, H., **Anseel, F.**, Dimitrova, N.G., & Sels, L. (2013). Mindfulness, authentic functioning, and work engagement: A growth modeling approach. *Journal of Vocational Behavior*.
29. *Feys, M., **Anseel, F.**, Wille, B. (2013). A moderated mediation model of emotions and interpersonal harmful behaviour as reactions to other's recognition. *Journal of Managerial Psychology*.
30. Poortvliet, P. M., **Anseel, F.**, Van Yperen, N.W., & Janssen, O. (2012). Good samaritans and ugly tacticians: How mastery and performance goal individuals treat less well-off others. *Journal of Business Ethics*, 106, 401-414.
31. *Carette, B., & **Anseel, F.** (2012). Epistemic motivation is what gets the learner started. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 306-309.
32. **Anseel, F.**, Van Yperen, N.W., Janssen, O., & Duyck, W. (2011). Feedback type as a moderator of the relationship between achievement goals and feedback reactions. *Journal of Occupational and Organizational Psychology*, 84, 703-722.
33. *Feys, M., **Anseel, F.**, & Wille, B. (2011). Improving feedback reports: The role of procedural and information specificity. *Academy of Management Learning & Education*, 10, 661-681.

34. *Devloo, T., **Anseel, F.**, & De Beuckelaer, A. (2011). Do managers use feedback seeking as a strategy to regulate demands-abilities misfit? The moderating role of implicit person theory. *Journal of Business and Psychology*, 26, 453-465.
35. *Carette, B., **Anseel, F.**, Van Yperen, N.W. (2011). Born to win or born to learn: Birth orders effects on achievement goals. *Journal of Research in Personality*, 45, 5, 500-503.
36. **Anseel, F.**, Lievens, F., Schollaert, E., & Choragwicka, B. (2010). Response rates in organizational science, 1995-2008: A meta-analytic review and guidelines for survey researchers. *Journal of Business and Psychology*, 25, 335-349.
37. Van Yperen, N.W., Elliot, A.J., & **Anseel, F.** (2009). The influence of mastery-avoidance goals on performance improvement. *European Journal of Social Psychology*, 39, 932-943.
38. **Anseel, F.**, & Lievens, F. (2009). The mediating role of feedback acceptance in the relationship between feedback and attitudinal and performance outcomes. *International Journal of Selection and Assessment*, 17, 362-376.
39. **Anseel, F.**, & Duyck, W. (2009). Implicit letter preferences in job choice: An experimental test of the role of cognitive load. *Journal of Psychology*, 143, 207-224.
40. De Clercq, S., Fontaine, J.R.J., & **Anseel, F.** (2008). In search of a comprehensive value model for assessing supplementary person-organization fit. *Journal of Psychology*, 142, 277- 302.
41. Duyck, W., **Anseel, F.**, Szmalec, A., Mestdagh, P., Tavernier, A. & Hartsuiker, R.J. (2008). Improving accuracy in detecting acoustic onsets. *Journal of Experimental Psychology: Human Perception and Performance*, 34, 1317-1326.
42. Lievens, F., Van Hove, G., & **Anseel, F.** (2007). Organisational identity and employer image: Towards a unifying framework. *British Journal of Management*, 18, S45-S59.
43. **Anseel, F.**, Lievens, F., & Levy, P.E. (2007). A self-motives perspective on feedback-seeking behavior: Linking organizational behavior and social psychology research. *International Journal of Management Reviews*, 9, 211-236.
44. **Anseel, F.**, & Lievens, F. (2007). The long-term impact of the feedback environment on job satisfaction: A field study in a Belgian context. *Applied Psychology: An International Review*, 56, 254-266.
45. **Anseel, F.**, & Lievens, F. (2007). The relationship between uncertainty and desire for feedback: A test of competing hypotheses. *Journal of Applied Social Psychology*, 37, 1007-1040.
46. Lievens, F., **Anseel, F.**, Harris, M.M., & Eisenberg, J. (2007). Measurement invariance of the Pay Satisfaction Questionnaire across three countries. *Educational and Psychological Measurement*, 67, 1042-1051.
47. **Anseel, F.**, & Lievens, F. (2007). An examination of strategies for encouraging feedback interest after career assessment. *Journal of Career Development*, 33, 250-268.
48. **Anseel, F.**, & Lievens, F. (2006). Certainty as a moderator of feedback reactions: A test of the strength of the self-verification motive. *Journal of Occupational and Organizational Psychology*, 79, 533-551.
49. Lievens, F., & **Anseel, F.** (2004). Confirmatory factor analysis and invariance of an organizational citizenship behavior measure across samples in a Dutch-speaking context. *Journal of Occupational and Organizational Psychology*, 77, 299-306.

INVITED ARTICLES, EDITORIALS, AND BOOK CHAPTERS

50. Beech, N., & **Anseel, F.** (2020). COVID-19 and its impact on management research and education: Threats, opportunities and a manifesto. *British Journal of Management*.
51. **Anseel, F.** & Ong, M. (in press). Reflection: Behavioral strategies to structure and accelerate learning from experience. In V. Harvey and K. De Meuse (Eds.). *The Age of Agility: Building Learning Agile Leaders and Organizations*. Oxford University Press: SIOP Professional Practice Series
52. **Anseel, F.**, & *Martinescu, E. (in press). Praise from a self-enhancement perspective: More, I want more? In Brummelman, E. (Ed.). *Psychological perspectives on praise*. Abingdon, UK: Routledge.
53. **Anseel, F.**, & Brutus, S. (2020). Checking in? A dyadic and dynamic perspective on feedback conversations. In L. Steelman & J.R. Williams (Eds.), *Feedback in the Workplace: Bringing Research and Practice Together*. New York: Springer.

54. **Anseel, F.** (2019). Reinventing ourselves. *European Journal of Work and Organizational Psychology*, 1-2.
55. **Anseel, F.**, *Vossaert, L., & *Corneillie, E. (2018). Like ships passing in the night: Towards a truly dyadic perspective on feedback dynamics. *Management Research*, 16(4), 334-342.
56. **Anseel, F.**, *Van Lysebetten, S., *Van Es, R., & *Rosseel, J. (2018). Our neoliberal fantasies? A preliminary test of research trends in leading journals in work and organizational psychology. *European Journal of Work and Organizational Psychology*, 27, 549-551.
57. **Anseel, F.**, Strauss, K., & Lievens, F. (2017). How future work selves guide feedback seeking and feedback responding at work. In D. L. Ferris, R. E., Johnson, & C. Sedikides (Eds.), *The Self at Work: Fundamental Theory and Research*. Organizational Frontiers Series of the Society for Industrial and Organizational Psychology. New York: Routledge.
58. **Anseel, F.** (2017). Agile learning strategies for sustainable careers: a review and integrated model of feedback-seeking behavior and reflection. *Current Opinion in Environmental Sustainability*, 28, 51-57.
59. *Crommelinck, M., & **Anseel, F.** (2013). Understanding and encouraging feedback-seeking behaviour: A literature review. *Medical Education*, 47, 232-241.
60. **Anseel, F.** (2011). A closer look at the mechanisms of perceived job discrimination: “How I think you think about us”. *International Journal of Selection and Assessment*, 19, 245-250.

TEACHING EXPERIENCE

Undergraduate:	Organizational Behavior, Management, HRM.
Postgraduate:	Organizational Behavior, HRM, Leadership
PhD:	At both King’s College London and UNSW Business School, as Dean (Research) I was responsible for the PhD program with the Associate Dean / Director of Doctoral Studies reporting to me.
Executive Education:	I have worked in client handling, designing and delivering customized executive education services in a variety of industries such as banking, healthcare, consulting, government, energy management, and manufacturing. I have worked with C-level executives in some of the leading business capitals in the world (London, Milan, Berlin, Paris, Amsterdam, Brussels, Sydney). Clients include Ageas, AG Insurance, Barclays, Ahold, Bledgley Park, KBC, BNP Paribas, Deloitte, Downer, KPMG, RICS, Gallup, Econocom, Engie, New South Wales Government, Philips, Volvo, VPK Packaging Group, Victorian Public Service, Westpac, Woodside.
Teaching administration:	Program director Master HR/OB (Ghent University). Member Educational Council Faculty of Psychology and Educational Sciences (2011 – Present). Ombudperson for students (2007-2013).

PHD SUPERVISOR

- **Hannes Leroy** (January 2012): “On being true to oneself at work: The positive role of authentic functioning in organizations”. Currently Associate Professor at Rotterdam School of Management.
- **Marjolein Feys** (May 2013): “When feedback goes wrong: An examination of factors that mitigate unfavorable responses to negative feedback”. Currently Senior Lecturer at Ghent University College.
- **Michiel Crommelinck** (November 2013): “The role of feedback in creativity, innovation and entrepreneurship”. Currently Entrepreneur.
- **Toon Devloo** (February 2014): “Intrinsic motivation and innovative work behavior revisited: Reciprocal relationships at different stages of the innovation process”. Currently People Analytics Director, Von der Heide, Buenos Aires.

- **Bernd Carette** (May, 2014). Towards a better theoretical understanding of learning from experience in organizations: An integration of cognitive and motivational explanations. Currently Senior Consultant Deloitte.
- **Lien Vossaert** (April, 2018). The impact of a personalized organization on business results: A multilevel study of the mediating mechanisms and boundary conditions of i-deals. Currently Advisor Cabinet Belgian Minister of Work and Employment.
- **Saar Van Lysebetten** (April, 2019). The development of implicit knowledge about innovation via simulation training. Currently Senior Consultant Deloitte

I have been on the Examination Committee of more than 20 PhD dissertations in Belgium, France, The Netherlands, UK, Israel, Germany and Australia.

INVITED SEMINARS

- Curtin University, Perth, Australia, Future of Work Institute, February 2020
- Keynote, Division of Organizational Psychology, Stratford-upon-Avon, UK, January 2020
- University of Groningen, Department of Psychology Heymans lezing, Groningen, The Netherlands, September 2019
- Surrey Business School, Department of Management and Organization, Surrey, United Kingdom, May 2019
- Kogod Business School, Department of Management, Washington, US, April, 2019
- John Molson Business School, Department of Management, Montreal, Canada, April 2018.
- Bocconi University, Department of Management and Technology, Milan, Italy, October 2016.
- University of Neuchatel, Department of Social Psychology, Neuchatel, Switzerland, May 2014.
- ESSEC Business School, Department of Management, Paris, France, October 2014.
- EDHEC Business School, Department of Management, Lille, France, June, 2014.
- TUM School of Management, Munchen, Germany, October, 2013.
- Vlerick Business School, Leadership Area, Brussels, Belgium, May 2012.
- University of Groningen, Department of Social Psychology, Groningen, The Netherlands, March 2012.
- Universitat Jaume I, Department of Social Psychology, Spain, April 2010.
- Tilburg University, Department of Social Psychology, The Netherlands, October 2009.
- HUJI Jerusalem School of Business Administration, Israel, September 2009.
- University of Groningen, Department of Psychology, The Netherlands, May 2006.

For reasons of brevity, I do not report conference presentations. I have made more than 100 scholarly contributions at academic conferences such as the SIOP, EAWOP, and Academy of Management conference.

REVIEWING

- Editorial Board *Journal of Applied Psychology* (2020 - Present)
- Editorial Board *Journal of Organizational Behavior* (2009 - Present)
- Editorial Board *Group & Organization Management* (2014 - 2020)
- Editorial Board *European Journal of Work and Organizational Psychology* (2009 -Present)
- Consulting Editor *Journal of Business and Psychology* (2014 - Present)
- Editorial Board *Human Resource Management Review* (2016 - 2020)
- Editorial Board *International Journal of Selection and Assessment* (2016 - Present)
- Referee for funding agencies: FWO and IWT (Belgium), NWO (The Netherlands), BSF (Israel-US), NSF (US), ANR (France), SNSF (Swiss), ARC (Australia)
- Referee for tenure and full professor promotion committees in US, Singapore, Hong Kong, Australia, Austria, Germany, The Netherlands, UK, Belgium, France.

- Ad hoc reviewing: *Academy of Management Journal*, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management Studies*, *Organization Studies*, *Organizational Research Methods*, *Journal of Management*, *Psychological Science*

SERVICE

- President of the *European Association of Work and Organizational Psychology*, 2017-Present
- Member Executive Committee Organisational Psychology Division 1, *International Association of Applied Psychology* (2010-current)
- Member of the board of delegates of the *Alliance for Organizational Psychology* (2013 – current)
- Member of Alliance Program Committee for SIOP, EAWOP and IAAP conferences (2014 – 2020)
- International ambassador for the AOM HR Division (2013 – current)
- Member of the Evidence-Based Management Collaborative (2010 - current)
- Member Program Committee of the 21st (Dallas), 22nd (New York), 23rd (San Francisco), 24th (New Orleans), 25th (Atlanta), 26th (Chicago), 27th (San Diego) Conference of the Society of Industrial and Organizational Psychology.
- SIOP Graduate Student Scholarship Committee (2009, New Orleans; 2010, Atlanta; Chicago, 2011; San Diego, 2012)
- International Advisory Board bi-annual meeting Institute for Work Psychology (Sheffield) (2015, 2017, 2019)
- Best Paper Award Committee *Journal of Organizational Behavior* (2014, 2017, 2020)
- Scientific Committee Israel Organizational Behavior Conference (IOBC) (2015, 2017, 2019)
- Organizing and Scientific Committees of International Conference on Sustainable Employability (Brussels, 2016, 2018)
- Board member Foundation of Corporate Education (Utrecht, The Netherlands) (2007 - 2013)
- Organizing and Scientific Committees of International Workshop on Team Working (Leuven, 2011)
- Organizing and Scientific Committees for the Annual Meeting of Belgian Association for Psychological Sciences (Ghent, 2011)

GRANTS AND FUNDING

As a principal investigator, I acquired over **4 million euro**

- 2008:** Web-based assessment of operator performance and variability in remote sensing image analysis. 298.365 euro.
- 2008:** Innovative work behaviour and innovative labour organisations: process-based multilevel approach. 185.000 euro.
- 2009:** Innovative work behaviour and innovative labour organisations: a process-based multilevel approach. 2.518.235 euro.
- 2009:** Intrinsic motivation and innovative work behavior revisited: Reciprocal relationships at different stages of the innovation process. 260.000 euro.
- 2009:** Selecting for Innovation: Evaluating Criteria for Idea Quality. 250.000 euro.
- 2010:** Towards a better understanding of learning from experience in organizations: An integration of cognitive and motivational explanations 200.000 euro.
- 2013:** Development of an assessment tool for evaluation of innovation potential. 156.000 euro.
- 2013:** Assessing entrepreneurial competencies. 250.000 euro.
- 2015:** LMX theory 2.0: Leader and member's network status as determinants of exchange dynamics. 260.000 euro.

MEDIA

Bi-weekly columnist for Belgian newspaper De Tijd

Frequent appearances on radio, television and newspapers in Belgium, The Netherlands, UK and Australia.

Research mentioned in Financial Times, Forbes, Harvard Business Review, BBC, Science, Nature, Psychology Today, the New York Times, the Wall Street Journal and The Guardian.

7000 followers on twitter @fanseel

Co-founder of award-winning blog mensenkennis.be