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## CURRICULUM VITAE

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Prof. Dr. Michael M. Gielnik

### Affiliation

Leuphana University of Lüneburg  
Institute of Management & Organization  
Universitätsallee 1, C6.408  
21335 Lüneburg  
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## WORK & ACADEMIC EXPERIENCE

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since 03/2015	<b>Professor (W2) of HR Development</b> Leuphana University of Lüneburg, Germany
07/2014	<b>Offer Professor (W2) of Management of Small and Medium Sized Companies and Entrepreneurship</b> University of Siegen, Germany - declined -
02/2014- 02/2015	<b>Junior Professor (W1) of HR Development</b> Leuphana University of Lüneburg, Germany
10/2013	<b>Offer Junior Professor (W1) of Start-Up and Innovation Psychology</b> Saarland University, Germany - declined -
06/2013	<b>Offer Junior Professor (W1) of Psychology of Entrepreneurial Behavior</b> University of Kassel, Germany - declined -
10/2010- 12/2013	<b>Visiting Research Fellow, promoted to Visiting Senior Fellow</b> NUS Business School, Singapore Department of Management & Organisation
05/2010- 09/2010	<b>Research Assistant</b> Leuphana University of Lüneburg, Germany Institute of Corporate Development
10/2006- 04/2010	<b>Research Assistant</b> Justus Liebig University Giessen, Germany Department of Work & Organizational Psychology
11/2005- 09/2006	<b>Marketing Research Executive</b> Research International GmbH & Co.KG, Germany

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## EDUCATION

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- 09/2010      **Doctor of Philosophy (summa cum laude)**  
Leuphana University of Lüneburg (Germany)  
“Opportunity Identification and Exploitation: Psychological Factors for Start-Up and Success in Entrepreneurship”  
Supervisor: Prof. Dr. Michael Frese  
  
Finalist of the 2011 Academy of Management NFIB Dissertation Award of the Entrepreneurship Division.
- 10/2005      **Diploma in Psychology (Grade: 1.2)**  
Justus Liebig University of Giessen, Germany  
Diploma thesis: “The Relationship of Learning Opportunities and subsequent Learning Behaviour to Learning Outcomes and Business Success: A Study among South African Entrepreneurs”  
Supervisor: Prof. Dr. Michael Frese

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## PUBLICATIONS

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### Journal articles

1. Gielnik, M. M., Bledow, R., & Stark, M. S. (in press). A dynamic account of self-efficacy in entrepreneurship. *Journal of Applied Psychology*.
2. Tripathi, N., Zhu, J., Jacob, G. H., Frese, M., & Gielnik, M. M. (in press). Intraindividual variability in identity centrality: Examining the dynamics of perceived role progress and identity centrality. *Journal of Applied Psychology*.
3. Brieger, S. A., & Gielnik, M. M. (in press). Understanding the gender gap in immigrant entrepreneurship: A multi-country study of immigrants' embeddedness in economic, social, and institutional contexts. *Small Business Economics*.
4. Eller, F. J., Gielnik, M. M., Wimmer, H., Thøelke, C., Holzapfel, S., Tegtmeier, S., & Halberstadt, J. (in press). Identifying business opportunities for sustainable development: Longitudinal and experimental evidence contributing to the field of sustainable entrepreneurship. *Business Strategy and the Environment*.
5. Funken, R., Gielnik, M. M., & Foo, M.-D. (2020). How can problems be turned into something good? The role of entrepreneurial learning and error mastery orientation. *Entrepreneurship Theory & Practice*, 44(3).
6. Schmitt, A., Gielnik, M. M., & Seibel, S. (2019). When and how does anger during goal pursuit relate to goal achievement? The roles of persistence and action planning. *Motivation and Emotion*, 43(2), 205-217.
7. Gielnik, M. M., Zacher, H., & Wang, M. (2018). Age in the entrepreneurial process: The role of future time perspective and prior entrepreneurial experience. *Journal of Applied Psychology*, 103(10), 1067-1085.
8. Gielnik, M. M., Uy, M. A., Funken, R., & Bischoff, K. M. (2017). Boosting and sustaining passion: A long-term perspective on the effects of entrepreneurship training. *Journal of Business Venturing*, 32(3), 334-353.
9. Gielnik, M. M., Zacher, H., & Schmitt, A. (2017). How small business managers' age and focus on opportunities affect business growth: A mediated moderation growth model. *Journal of Small Business Management*, 55(3), 460-483.

10. Frese, M., Gielnik, M. M., & Mensmann, M. (2016). Psychological training for entrepreneurs to take action: Contributing to poverty reduction in developing countries. *Current Directions in Psychological Science*, 25(3), 196-202.
11. Gielnik, M. M., Frese, M., Bischoff, K. M., Muhangi, G., & Omoo, F. (2016). Positive impact of entrepreneurship training on entrepreneurial behavior in a vocational training setting. *Africa Journal of Management*, 2(3), 330-348.
12. Gielnik, M. M., Frese, M., et al. (2015). Action and action-regulation in entrepreneurship: Evaluating a student training for promoting entrepreneurship. *Academy of Management Learning & Education*, 14(1), 69-94.
13. Gielnik, M. M., Spitzmuller, M., Schmitt, A., Klemann, D. K., & Frese, M. (2015). „I put in effort, therefore I am passionate”: Investigating the path from effort to passion in entrepreneurship. *Academy of Management Journal*, 58(4), 1012-1031.
14. Frese, M., & Gielnik, M. M. (2014). The psychology of entrepreneurship. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 413-438.
15. Gielnik, M. M., Barabas, S., Frese, M., Namatovu-Dawa, R., Scholz, F. A., Metzger, J. R., & Walter, T. (2014). A temporal analysis of how entrepreneurial goal intentions, positive fantasies, and action planning affect starting a new venture and when the effects wear off. *Journal of Business Venturing*, 29(6), 755-772.
16. Gielnik, M. M., Krämer, A.-C., Kappel, B., & Frese, M. (2014). Antecedents of business opportunity identification and innovation: Investigating the interplay of information processing and information acquisition. *Applied Psychology: An International Review*, 63(2), 344-381.
17. Zacher, H., & Gielnik, M. M. (2014). Organizational age cultures: The interplay of chief executive officers' age and attitudes toward younger and older employees. *International Small Business Journal*, 32(3), 327-349.
18. Schmitt, A., Gielnik, M. M., Zacher, H., & Klemann, D. K. (2013). The motivational benefits of specific versus general optimism. *The Journal of Positive Psychology*, 8(5), 425-434.
19. Gielnik, M. M., Frese, M., Graf, J. M., & Kampschulte, A. (2012). Creativity in the opportunity identification process and the moderating effect of diversity of information. *Journal of Business Venturing*, 27(5), 559-576.
20. Gielnik, M. M., Zacher, H., & Frese, M. (2012). Focus on opportunities as a mediator of the relationship between business owners' age and venture growth. *Journal of Business Venturing*, 27(1), 127-142.
21. Zacher, H., Biemann, T., Gielnik, M. M., & Frese, M. (2012). Patterns of entrepreneurial career development: An optimal matching analysis approach. *International Journal of Developmental Science*, 6(3-4), 177-187.
22. Zacher, H., Schmitt, A., & Gielnik, M. M. (2012). Stepping into my shoes: Generativity as a mediator of the relationship between business owners' age and family succession. *Ageing & Society*, 32(4), 673-696.
23. Unger, J.M., Keith, N., Hilling, C., Gielnik, M.M., & Frese, M. (2009). Deliberate practice among South African small business owners: Relationships with education, cognitive ability, knowledge, and success. *Journal of Occupational and Organizational Psychology*, 82(1), 21-44.
24. Molz, G., & Gielnik, M. (2006). Does the introduction of the Euro have an effect on subjective hypotheses about the price-quality relationship? *Journal of Consumer Behaviour*, 5(3), 204-210.

## Book chapters

1. Zacher, H., Mensmann, M., & Gielnik, M. M. (in press). Ageing and entrepreneurship:

- A psychological perspective. In C. Karlsson, M. Backman, & O. Kekezi (Eds.), *Handbook on Entrepreneurship and Ageing*, Edward Elgar.
2. Lex, M., Gielnik, M. M., & Frese, M. (2019). Effort and success as predictors of passion. In R. J. Vallerand & N. Houliort (Eds.), *Passion for work: Determinants and consequences* (pp. 227-259). New York: Oxford University Press.
  3. Eller, F. J., & Gielnik, M. M. (2018). Perspectives on new venture creation. In R. Blackburn, D. De Clerq, & J. Heinonen (Eds.), *The SAGE Handbook of Small Business and Entrepreneurship* (pp. 166-190). Thousand Oaks, CA: SAGE Publications.
  4. Lex, M. & Gielnik, M. M. (2017). Creativity and entrepreneurship: A process perspective. In G. Ahmetoglu, T. Chamorro-Premuzic, B. Klinger, T. Karcisky (Eds.), *The Wiley Handbook of Entrepreneurship* (pp. 139-172). Chichester: Wiley.
  5. Seckler, C., Funken, R., & Gielnik, M. M. (2017). A psychological model of learning from entrepreneurial failure: Integrating emotional, motivational, and cognitive factors. In J. E. Ellingson R. A. Noe & (Eds.), *Autonomous Learning in the Workplace* (pp. 54-77). New York: Routledge.
  6. Gielnik, M. M., Frese, M., & Stark, M. S. (2015). Planning and entrepreneurship. In M. D. Mumford & M. Frese (Eds.), *The Psychology of Planning in Organizations: Research and Applications* (pp. 289-311). New York: Routledge.
  7. Bischoff, K. M., Gielnik, M. M., & Frese, M. (2014). Entrepreneurship training in developing countries. In W. Reichman (Ed.), *Industrial and Organizational Psychology Help the Vulnerable: Serving the Underserved* (pp. 92-119). Houndmills, UK: Palgrave Macmillan.
  8. Gielnik, M. M. (2013). Kreativität und Entrepreneurship [Creativity and Entrepreneurship]. In D. E. Krause (Ed.), *Kreativität, Innovation und Entrepreneurship* [Creativity, Innovation, and Entrepreneurship] (pp. 77-92). Berlin: Springer.
  9. Gielnik, M. M. & Frese, M. (2013). Entrepreneurship and poverty reduction: Applying I-O psychology to microbusiness and entrepreneurship in developing countries. In J. B. Olson-Buchanan, L. L. Koppes Bryan, & L. Foster Thompson (Eds.), *Using Industrial-Organizational Psychology for the Greater Good: Helping Those Who Help Others* (pp. 394-438). New York: Routledge.
  10. Molz, G., Gielnik, M., & Stephan, E. (2009). Biased consumers' hypotheses on price-quality-relationships: Influences of numerical anchors. In F. Saito (Ed.), *Consumer Behavior* (pp. 197-211). Hauppauge, NY: Nova Science Publishers.

### Entries in encyclopedias

1. Gielnik, M. M., Frese, M., & Rauch, A. (2017). Entrepreneurship. In S. G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology* (pp. 409-410). Thousand Oaks, CA: Sage Publications.
2. Funken, R. & Gielnik, M. M. (2017). Entrepreneurship and aging. In N. A. Pachana (Ed.), *Encyclopedia of geropsychology* (pp. 806-811). Singapore: Springer.
3. Zacher, H. & Gielnik, M. M. (2012). Locus of control. In M. R. Marvel (Ed.), *Encyclopedia of new venture management* (pp. 314-316). Thousand Oaks, CA: Sage Publications.

### Reports & articles in professional outlets

1. Bischoff, K. M. & Gielnik, M. M. (2016). Handeln wie ein Unternehmer. *Human Resources Manager*, 02/2016, 40-41.

2. Bischoff, K. M. & Gielnik, M. M. (2016). Entrepreneurship-Trainings als innovative Karriere-Booster. *PERSONALquarterly*, 02/2016, 40-45.
3. Rosing, K., Ohly, S., & Gielnik, M. M. (2014). Entwicklung unternehmerischer Kompetenzen aus psychologischer Sicht. *berufsbildung*, 147, 22-24.
4. Deng, S. G. & Gielnik, M. M. (2012). TYM Impact Assessment 2012: A case study-based approach to understanding the hows and whys. Report for Sparkassenstiftung für internationale Kooperation (Savings Banks Foundation for International Cooperation).
5. Bledow, R., Frese, M., & Gielnik, M. M. (2010). Transformation Agility. Report for Accenture GmbH.

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## TALKS, PRESENTATIONS, & SYMPOSIA

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1. Uy, M. A., Jacob, G. H., Gielnik, M. M., Frese, M., Antonio, T., Wonohadidjojo, D. M., Christina, C. (2019). When passions collide: Emergence and consequence of passion convergence in entrepreneurial teams. Paper presented at the 2019 Annual Meeting of the Academy of Management, Boston, MA, USA.
2. Stephan, U., Levesque, M., Gielnik, M. M., & Kautonen, T. (2018). Entrepreneurship across the lifespan: Theories & methods for researching age and entrepreneurship. Organizers of PDW Workshop at the 2018 Annual Meeting of the Academy of Management, Chicago, IL, USA.
3. Gielnik, M. M. (2018). Passion as a dynamic construct. Panelist in M. S. Cardon & C. Murnieks (Organizers), Debates and Gaps Surrounding Research on Entrepreneurial Passion. Symposium at the 2018 Annual Meeting of the Academy of Management, Chicago, IL, USA.
4. Melyoki, L. L. & Gielnik, M. M. (2018). How an action-oriented entrepreneurship training program transforms university students into entrepreneurs: New insights from a qualitative study. Paper presented at the 18th International Conference on African Entrepreneurship & Small Business (ICAESB 2018), Dar es Salaam, Tanzania.
5. Eller, F. J., Wimmer, H., Thoelke, C., Holzapfel, S., Tegtmeier, S., Halberstadt, J., & Gielnik, M. M. (2017). Sustainable third-person opportunity identification: A matter of attitude and awareness. Paper presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA, USA.
6. Mensmann, M., Gielnik, M. M., Zacher, H. (2017). Entrepreneurship Across the Lifespan. Symposium at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA, USA.
7. Spitzmueller, M., Gielnik, M. M., Maerz, A., & Sleesman, D. J. (2017). There is no 'I' in TEAM, and that can be a problem: Multilevel Performance Feedback in Teams. In A.J. Corner (chair), New Insights into the Individual Team Member Experience and its Relationship with Team Performance: The Team Member Experience. Symposium at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA, USA.
8. Melyoki, L. L., Gielnik, M. M., & Lex, M. (2017). Student training for entrepreneurial promotion (STEP) in Tanzania: Impact on students' entrepreneurial mindset and business creation behavior. Paper presented at the International Conference on African Entrepreneurship and Small Business Development 2017, Dar es Salaam, Tanzania.
9. Bischoff, K. M. & Gielnik, M. M. (2016). A career development perspective on effects of entrepreneurship training on business creation. Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA, USA.

10. Eller, F. J., Wimmer, H., Thölke, C., Holzapfel, S., & Gielnik, M. M. (2016). Antecedents of third-person opportunity identification in sustainable entrepreneurship. Paper presented at Leuphana Conference on Entrepreneurship 2016, Lüneburg, Germany.
11. Jacob, G. H., Gielnik, M. M., Frese, M., Kusshauer, A., Lorenzana, E., Banares, M. C., Ansano, M. A., Belaro, N., Redobalo, R. J., & Agonos, E. (2016). Taking step to entrepreneurship: Randomized evaluation of an action-based entrepreneurship training in the Philippines. Paper presented at the INSEAD and ILO Evidence Symposium: Promoting Entrepreneurship for Inclusive Growth and Decent Jobs, Abu Dhabi, United Arab Emirates.
12. Kaur, A., Jacob, G. H., Gielnik, M. M., Frese, M., Antonio, T., & Lam, S. S. (2016). Shared leadership, role sharing and team innovation: A team ambidexterity perspective. Paper presented at the Interdisciplinary Network for Group Research 2016 Annual Interdisciplinary Network for Group Research, Helsinki, Finland.
13. Kaur, A., Jacob, G. H., Gielnik, M. M., Frese, M., Antonio, T., & Sum, L. S. (2016). Shared leadership and team innovation: "What leadership roles should be shared?" Paper presented at the 2016 IEEE International Conference on Management of Innovation and Technology, Bangkok, Thailand.
14. Kaur, A., Jacob, G. H., Gielnik, M. M., Frese, M., Antonio, T., & Sum, L. S. (2016). Shared leadership and team innovation: "What leadership roles should be shared?" A team ambidexterity perspective. Paper presented at the LEAD in Asia Conference, Bali, Indonesia.
15. Lex, M., Gielnik, M. M., & Spitzmuller, M. (2016). Empirical evidence for a reciprocal model of entrepreneurial passion and venture success. Paper presented at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA, USA.
16. Lex, M., Gielnik, M. M., Spitzmuller, M., Jacob, G. H., & Frese, M. (2016). Reconciling through reciprocity: An integrated model on the reciprocal relationships between entrepreneurial passion, self-efficacy, and venture success. Paper presented at the 2016 Babson College Entrepreneurship Research Conference, Bodo, Norway.
17. Uy, M. A., Gielnik, M. M., & Jacob, G. H. (2016). Of flickering flames and forest fires: The impact of diversity in entrepreneurial passion on team performance. Paper presented at the 2016 Babson College Entrepreneurship Research Conference, Bodo, Norway.
18. Spitzmuller, M. & Gielnik, M. M. (2016). Good for me, but not for the team. In M. T. Braun (chair), From inputs to outputs: Understanding the dynamics of teams. Symposium at the 2016 SIOP Annual Conference, Anaheim, CA, USA.
19. Gielnik, M. M. (2015). Investigating business growth using mediated moderation growth models: An illustration with small business managers' age and focus on opportunities as predictors. Paper presented at Leuphana Conference on Entrepreneurship 2015, Lüneburg, Germany.  
Best Paper Award LCE 2015
20. Gielnik, M. M., Uy, M. A., Funken, R., & Bischoff, K. M. (2015). Does passion lead to business creation or is it the other way around? A test of two alternative theoretical models in a randomized field experiment. Paper presented at the 2015 Babson College Entrepreneurship Research Conference, Babson Park, MA, USA.
21. Jacob, G. H., Liang, X., Gielnik, M. M., et al. (2015). Team ambidexterity: Investigating its antecedent and consequence of innovation success. Paper presented at the 2015 Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
22. Gielnik, M. M. (2014). Entrepreneurship trainings in developing countries. In T. S. Behrend (chair), Humanitarian work psychology as a way for I/O psychology to

support global humanitarian goals. Symposium at the 2014 APA Convention, Washington, DC, USA.

23. Gielnik, M. M., Mensmann, M., Wolf, K., & Verch, D. (2014). Sustainability in entrepreneurial behavior. Paper presented at the 18. Forum Gründungsforschung [18th Annual Interdisciplinary Entrepreneurship Conference], Oldenburg, Germany.  
FGF Best Sustainable Entrepreneurship Research Award 2014
24. Gielnik, M. M., Stark, M. S., & Bischoff, K. M. (2014). Entrepreneurship training makes happy: Examining short- and long-term effects on life satisfaction. Paper presented at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA, USA.
25. Jacob, G. H., Gielnik, M. M., Bischoff, K. M., & Frese, M. (2014). Fostering entrepreneurship with a student training for entrepreneurial promotion (STEP). Paper presented at the 2014 International Conference on Entrepreneurship Education, Surabaya, Indonesia.
26. Bischoff, K. M., Gielnik, M. M., & Frese, M. (2013). The effect of an entrepreneurship training on the relationship of limited access to capital and start-ups: Complementing economic theories with psychological theories. Paper presented at the EAWOP 2013 congress, Münster, Germany.  
Nominated for the Best Paper Award of the EAWOP Congress 2013
27. Bischoff, K. M., Gielnik, M. M., Frese, M. & Dlugosch, T. J. (2013). Limited access to capital, start-ups, and the moderating effect of an entrepreneurship training: Integrating economic and psychological theories in the context of new venture creation. Paper presented at the 2013 Babson College Entrepreneurship Research Conference, Lyon, France.
28. Dlugosch, T. J., Gielnik, M. M., & Bischoff, K. M. (2013). Evaluating entrepreneurship trainings: What is the most important predictor of behavior? Paper presented at the 2013 Annual Meeting of the Academy of Management, Orlando, FL, USA.
29. Dlugosch, T. J., Gielnik, M. M., & Frese, M. (2012). Personal initiative and its role in the entrepreneurial process. In C. Wu (organizer), Leading to proactive behavior: The role of leadership from a multi-level perspective. Symposium at the 2012 Annual Meeting of the Academy of Management, Boston, MA, USA.
30. Frese, M., Gielnik, M. M., & Bischoff, K. M. (2012). What do we know about entrepreneurship and innovation in Africa? A summary of research. In M. Frese & K. Leung (chairs), International research on leadership, innovation, and entrepreneurship. Symposium at the International Congress of Psychology 2012, Cape Town, South Africa.

Published in:

Frese, M., Gielnik, M. M., & Bischoff, K. M. (2012). What do we know about entrepreneurship and innovation in Africa? A summary. *International Journal of Psychology*, 47(1), 237-237.

31. Bischoff, K. M., Gielnik, M. M., & Frese, M. (2011). The effect of self-regulatory mechanisms on business success in a randomized control group experiment. In M. J. Gorgievski (chair), Psychology of entrepreneurship: Self-regulation, motivation and entrepreneurial success. Symposium at the EAWOP 2011 congress, Maastricht, The Netherlands.
32. Gielnik, M. M. & Frese, M. (2011). From intentions to starting a business: A longitudinal study on nascent entrepreneurs' intentions, action plans, and positive fantasies. In T. Baker (Organizer), New Horizons in Individual Difference Research. PDW session at the 2011 Annual Meeting of the Academy of Management, San

Antonio, TX, USA.

33. Gielnik, M. M., Frese, M., et al. (2011). Towards evidence-based entrepreneurship: Evaluation of an action-oriented entrepreneurship training. Paper presented at the 2011 Annual Meeting of the Academy of Management, San Antonio, TX, USA.
34. Gielnik, M. M. (2009). Entrepreneurship in Emerging Economies. Symposium (including five presentations) at the 2009 Annual Meeting of the Academy of Management, Chicago, IL, USA.
35. Gielnik, M. M. & Frese, M. (2009). The interplay of creative ability and diverse information in the entrepreneurial process. In M. M. Gielnik (organizer), Entrepreneurship in Emerging Economies. Symposium at the 2009 Annual Meeting of the Academy of Management, Chicago, IL, USA.
36. Unger, J., Rauch, A., Lozada, M., & Gielnik, M. (2008). Success of small business owners in Peru: Strategies and cultural practices. Paper presented at the International Conference of Psychology, 2008, Berlin, Germany.

Published in:

Unger, J., Rauch, A., Lozada, M., & Gielnik, M. (2008). Success of small business owners in Peru: Strategies and cultural practices. *International Journal of Psychology*, 43(3-4), 561-561.

37. Gielnik, M., Unger, J. M., Hilling, C., Steinmetz, H., & Frese, M. (2007). Turning experiences into knowledge and success: The role of learning strategies. Poster presented at the EAWOP 2007 congress, Stockholm, Sweden.
38. Unger, J.M., Gielnik, M., Keith, N., & Hilling, C. (2007). Deliberate practice and entrepreneurial success. Paper presented at the 2007 Annual Meeting of the Academy of Management, Philadelphia, PA, USA.
39. Gielnik, M., Lipke, N., Molz, G., & Stippekoehl, B. (2005). Der Trivialismusvorwurf an die psychologische Forschung: ein Experiment über Hypothesen zur Punktevergabe beim "Grand Prix d'Eurovision de la Chanson" [Accusing psychological research of triviality: an experiment on hypotheses about the allocation of points at the "Grand Prix d'Eurovision de la Chanson"]. Poster presented at the 46. Tagung experimentell arbeitender Psychologen (TeaP) [Conference of Experimentally Working Psychologists], Giessen, Germany.
40. Molz, G. & Gielnik, M. (2005). Wie beeinflussen die Faktoren Euroeinführung, Produktsegment, Involvement und Rationalität die Wahrnehmung der Qualität von Produkten? [How do the factors Introduction of the Euro, Product Segment, Involvement, and Rationality influence the Perception of Product Quality?]. Paper presented at the 46. Tagung experimentell arbeitender Psychologen (TeaP) [Conference of Experimentally Working Psychologists], Giessen, Germany.
41. Unger, J. M., Gielnik, M., Hilling, C., & Frese, M. (2005). Experiential learning in entrepreneurship: Learning strategies, knowledge, and success. Poster presented at the 9th European Congress of Psychology, Granada, Spain.
42. Unger, J. M., Hilling, C., Gielnik, M., & Frese, M. (2005). Building expertise at work: Deliberate practice, knowledge, and success in the domain of entrepreneurship. Poster presented at the 9th European Congress of Psychology, Granada, Spain.
43. Gielnik, M., Molz, G., Gebhardt, H., & Stippekoehl, B. (2003). Fakten und Legenden beim Grand Prix d'Eurovision de la Chanson - Sagen Psychologen wirklich nur das, was wir alle schon immer wussten? [Facts and legends at the Grand Prix d'Eurovision de la Chanson – Do psychologists only tell the stories that we all know already?]. Poster presented at the 45. Tagung experimentell arbeitender Psychologen (TeaP) [Conference of Experimentally Working Psychologists], Kiel, Germany.
44. Molz, G., Hopf, A., & Gielnik, M. (2003). Die Psychologie des Euro: Gibt es bei der Größenschätzung von Münzen aus unterschiedlichen Ländern soziale



Akzentuierungseffekte? [The psychology of the Euro: Are there social accentuation effects when estimating the size of coins from different countries?]. Poster presented at the 45. Tagung experimentell arbeitender Psychologen (TeaP) [Conference of Experimentally Working Psychologists], Kiel, Germany.

45. Gielnik, M., Molz, G., Möller, D.R., & Hopf, A. (2002). Beeinflusst der Wechsel auf EURO-Preise das Image von Premiumprodukten? [Does the change to Euro-prices influence the image of premium products?]. Poster presented at the 44. Tagung experimentell arbeitender Psychologen (TeaP) [Conference of Experimentally Working Psychologists], Chemnitz, Germany.

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## RESEARCH PROJECTS & GRANTS

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### STEP

Research project to develop and implement the STEP entrepreneurship training in Africa, Asia, and Latin America with the following sub-projects:

- "STEP - Student Training for Entrepreneurial Promotion in the Lebanon" (2019); implementation of STEP at AZM University; funded by DAAD (24,494 EUR)
- "Student Training for Entrepreneurial Promotion (STEP) in the Philippines" (2018-2020); implementation of STEP at Bicol University; funded by the German Commission for UNESCO (183,276 EUR)
- "Student Training for Entrepreneurial Promotion (STEP) in South Africa" (2018-2020); implementation of STEP at Limpopo University; funded by the German Commission for UNESCO (235,263 EUR)
- "STEP: Increasing entrepreneurship in developing countries" (2017-2018); Implementation of STEP at universities in Kenya and Nigeria; funded by BMBF (216,672 EUR)
- "Development of Entrepreneurship Curriculum for Future Secondary School Teachers at Universities in East Africa" (2017-2020); Implementation of STEP for secondary school teachers at universities in East Africa in co-operation with Makerere University Business School, Makerere University, Islamic University in Uganda, University of Rwanda, University of Dar es Salaam, and Kenyatta University; funded by DAAD (399,926 EUR)
- "Student Training for Entrepreneurial Promotion (STEP) in Mexico" (2016-2018); implementation of STEP at Instituto Tecnológico Autónomo de México; funded by the German Commission for UNESCO (214,080 EUR)
- "Student Training for Entrepreneurial Promotion (STEP) in the Philippines" (2015); implementation of STEP at Bicol University; funded by the German Commission for UNESCO (10,000 EUR)
- "Student Training for Entrepreneurial Promotion (STEP) at Secondary Schools" (2015); implementation of STEP at St. Joseph's Secondary School in Nkozi, Uganda; funded by the German Commission for UNESCO (10,000 EUR)
- "Student Training for Entrepreneurial Promotion (STEP) in Lesotho" (2015); implementation of STEP at Lesotho Agricultural College, Lesotho College of Education, Limkokwing University of Creative Technology, National University of

Lesotho, and Centre for Accounting Studies; funded by the German Commission for UNESCO (28,092 EUR)

- "Student Training of Entrepreneurial Promotion (STEP)" (2012-2014); implementation of STEP at Uganda Martyrs University, Nkozi, Uganda, and Kenyatta University, Nairobi, Kenya; funded by the German Commission for UNESCO (309,030 EUR)
- "Implementation of STEP in Liberia" (2011-2013); implementation of STEP at the University of Liberia in Monrovia, Liberia, funded by the German Commission for UNESCO (28,485 EUR)
- "Promoting Entrepreneurship Training at Universities in East Africa" (2012-2015); Implementation of STEP at universities and vocational training institutes in East Africa in co-operation with Makerere University Business School, Kampala, Uganda, School of Finance and Banking in Kigali, Rwanda, and University of Dar es Salaam, Tanzania; funded by DAAD (227,780 EUR)
- "Entrepreneurship Training for College and University Students in Uganda" (2008-2011); Development and implementation of STEP at universities in Uganda in co-operation with the Makerere University Business School, Uganda Christian University, and Kyambogo University (Kampala, Uganda); funded by DAAD (106,620 EUR)

2012 Transfer Award of the Leuphana University of Lüneburg for the most successful, innovative, and sustainable project contributing to the transfer of knowledge.

### **PI Training**

Research project to implement and evaluate the Personal Initiative Training in Africa and Latin America with the following sub-projects:

- "Design of Personal Initiative Training" (2017); implementing the PI training in the context of the Pilot Interventions to Increase the Impact of Rural Roads on Factor Accumulation and Productivity in Nicaragua; funded by the World Bank (47,941 USD)
- "Enhancing Women Farmer's Personal Initiative in Rural Mozambique" (2017-2018); modifying and implementing the PI Training in Mozambique; funded by the World Bank (138,692 USD)

### **Sustainability and Social Entrepreneurship**

Research project to develop a general theoretical framework explaining sustainable and social entrepreneurial behavior; in co-operation with Prof. Dr. Jantje Halberstadt; funded by Leuphana KFP (36.474 EUR)

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## **TEACHING**

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### **Leuphana University of Lüneburg**

Master Level

- Entrepreneurship and Business Venturing (Lecture)
- Entrepreneurship (Lecture)
- Psychology of Entrepreneurship (Seminar)
- HR Development and Training (Seminar)

- Group Research Project: Psychology of Entrepreneurship (Seminar)
- Group Research Project: Self-regulation at work
- Research and Design / Basic Research and Design (Seminar)

Bachelor Level

- Entrepreneurship I (Lecture)
- Entrepreneurship II (Lecture)
- Organizational Psychology and HR Development (Lecture)
- Psychological Diagnostics (Lecture)
- Research Methods III (Lecture)
- Research Methods in Psychology and Management (Lecture)

**National University of Singapore Business School**

Bachelor Level

- MNO4313: Corporate Entrepreneurship (Seminar)
- MNO2009: Entrepreneurship (Lecture & Tutorials)
- MNO3313: Entrepreneurship (Seminar)

**University of Giessen**

- Organizational Psychology (Lecture)
- Personnel Selection (Seminar)
- Work Motivation (Seminar)
- Entrepreneurship (Seminar)
- Training (Seminar)
- Stress (Seminar)
- Theories of Work Psychology (Seminar)

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**MEMBERSHIPS**

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**Professional Organizations**

Academy of Management

Deutsche Gesellschaft für Psychologie (DGPs)

**Editorial Board**

Journal of Business Venturing (Field Editor Psychology and Entrepreneurship)

**Review Boards**

Entrepreneurship Theory & Practice

Journal of Vocational Behavior

Management Review Quarterly

G-Forum

DAAD selection committee for the program “Praxispartnerschaften zwischen Hochschulen und Unternehmen in Deutschland und in Entwicklungsländern“

**Research Councils**

IfM Bonn