
CURRICULUM VITAE

Prof. Dr. Michael M. Gielnik

Professor of Psychology, in particular Entrepreneurship

email: michael.gielnik@leuphana.de

WORK & ACADEMIC EXPERIENCE

since 02/2022	Professor (W3) of Psychology, in particular Entrepreneurship Leuphana University of Lüneburg, Germany
10/2020- 02/2021	Parental leave
01/2020- 12/2022	Associate Editor Journal of Business Venturing (Field Editor Psychology and Entrepreneurship)
03/2015- 01/2022	Professor (W2) of HR Development Leuphana University of Lüneburg, Germany
02/2014- 02/2015	Junior Professor (W1) of HR Development Leuphana University of Lüneburg, Germany
10/2010- 12/2013	Visiting Research Fellow, promoted to Visiting Senior Fellow NUS Business School, Singapore Department of Management & Organisation
05/2010- 09/2010	Research Assistant Leuphana University of Lüneburg, Germany Institute of Corporate Development
10/2006- 04/2010	Research Assistant Justus Liebig University Giessen, Germany Department of Work & Organizational Psychology
11/2005- 09/2006	Marketing Research Executive Research International GmbH & Co.KG, Germany

EDUCATION

- 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

PUBLICATIONS

Key publications

1. Gielnik, M. M., Cardon, M. S., & Frese, M. (2021). *The Psychology of Entrepreneurship: New Perspectives*. Routledge.
2. 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.
3. Gielnik, M. M., Bledow, R., & Stark, M. S. (2020). A dynamic account of self-efficacy in entrepreneurship. *Journal of Applied Psychology*, 105(5), 487-505.

Journal articles

1. Uy, M. A., Sun, S., Gielnik, M. M., Jacob, G. H., Lagdameo, J. L. D., Miclat, A. G., Osi, E. C. (in press). Unpacking the nonlinear effect of self-efficacy in entrepreneurship: Why and under which condition more is not better. *Personnel Psychology*.
2. Bader, B., Gielnik, M. M., & Bledow, R. (2023). How transformational leadership transforms followers' affect and work engagement. *European Journal of Work and Organizational Psychology*, 32(3), 360-372.
3. Bohlayer, C. & Gielnik, M. M. (2023). (S)training experiences: Toward understanding decreases in entrepreneurial self-efficacy during action-oriented entrepreneurship training. *Journal of Business Venturing*, 38(1), 106259.
4. Frese, M. & Gielnik, M. M. (2023). The psychology of entrepreneurship: Action and process. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 137-164.
5. Melyoki, L. L. & Gielnik, M. M. (2023). How action-oriented entrepreneurship training transforms university students into entrepreneurs: Insights from a qualitative study. *Journal of Small Business & Entrepreneurship*, 35(5), 787-814.

6. Eller, F. J., Gielnik, M. M., Yeves, J., Alvarado, Y. C., & Guerrero, O. A. (2022). Adjusting the sails: Investigating the feedback loop of the opportunity development process in entrepreneurship training. *Academy of Management Learning & Education*, 21(2), 209-235.
7. Lex, M., Gielnik, M. M., Spitzmuller, M., Jacob, G. H., & Frese, M. (2022). How passion in entrepreneurship develops over time: A self-regulation perspective. *Entrepreneurship Theory & Practice*, 46(4), 985-1018.
8. Brieger, S. A., & Gielnik, M. M. (2021). Understanding the gender gap in immigrant entrepreneurship: A multi-country study of immigrants' embeddedness in economic, social, and institutional contexts. *Small Business Economics*, 56(3), 1007-1031.
9. Uy, M. A., Jacob, G. H., Gielnik, M. M., Frese, M., Antonio, T., Wonohadidjojo, D. M., & Christina. (2021). When passions collide: Passion convergence in entrepreneurial teams. *Journal of Applied Psychology*, 106(6), 902-920.
10. Zhu, J., Bischoff, K. M., Frese, M., Gielnik, M. M., Handrich, E., & Bellstedt, D. (2021). The effectiveness of the effectuation approach on opportunity identification and pursuit: Evidence from a randomized controlled field experiment. *Academy of Management Learning & Education*, 20(4), 562-577.
11. Bischoff, K. M., Gielnik, M. M., & Frese, M. (2020). When capital does not matter: How entrepreneurship training buffers the negative effect of capital constraints on business creation. *Strategic Entrepreneurship Journal*, 14(3), 369-395.
12. Eller, F. J., Gielnik, M. M., Wimmer, H., Thoelke, C., Holzapfel, S., Tegtmeyer, S., & Halberstadt, J. (2020). Identifying business opportunities for sustainable development: Longitudinal and experimental evidence contributing to the field of sustainable entrepreneurship. *Business Strategy and the Environment*, 29(3), 1387-1403.
13. 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(2), 315-338.
14. Gielnik, M. M., Bledow, R., & Stark, M. S. (2020). A dynamic account of self-efficacy in entrepreneurship. *Journal of Applied Psychology*, 105(5), 487-505.
15. Tripathi, N., Zhu, J., Jacob, G. H., Frese, M., & Gielnik, M. M. (2020). Intraindividual variability in identity centrality: Examining the dynamics of perceived role progress and identity centrality. *Journal of Applied Psychology*, 105(8), 889-906.
16. 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.
17. 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.
18. 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.
19. 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.
20. 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.
21. 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.
22. 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.
23. 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.
 24. Frese, M., & Gielnik, M. M. (2014). The psychology of entrepreneurship. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 413-438.
 25. 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.
 26. 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.
 27. 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.
 28. 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.
 29. 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.
 30. 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.
 31. 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.
 32. 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.
 33. 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.
 34. 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.

Books

1. Gielnik, M. M., Cardon, M. S., & Frese, M. (2021). *The Psychology of Entrepreneurship: New Perspectives*. Routledge.

Book chapters

1. Dash, A. & Gielnik, M. M. (2022). Entrepreneurship as a tool to tackle graduate youth unemployment in developing economies: The role of action-oriented entrepreneurship

- training. In I. W. Katono (Ed.), *Promoting Entrepreneurship to Reduce Graduate Unemployment* (pp. 1-24). Hershey, PA: IGI Global.
2. Gielnik, M. M. & Zacher, H. (2022). Entrepreneurship. In H. Zacher & N. Lehmann-Willenbrock (Eds.), *Work, Organizational, and Business Psychology: An Introductory Textbook* (pp. 360-376). Stuttgart, Germany: Kohlhammer.
 3. Gielnik, M. M., Cardon, M. S., & Frese, M. (2021). Introduction to the psychology of entrepreneurship: New perspectives. In M. M. Gielnik, M. S. Cardon, & M. Frese (Eds.), *The Psychology of Entrepreneurship: New Perspectives* (pp. 1-4). Routledge.
 4. Rauch, A., & Gielnik, M. M. (2021). Evidence-based entrepreneurship: An extended approach. In M. M. Gielnik, M. S. Cardon, & M. Frese (Eds.), *The Psychology of Entrepreneurship: New Perspectives* (pp. 323-339). Routledge.
 5. Weers, K. J., & Gielnik, M. M. (2021). Entrepreneurship training and transfer. In M. M. Gielnik, M. S. Cardon, & M. Frese (Eds.), *The Psychology of Entrepreneurship: New Perspectives* (pp. 282-304). Routledge.
 6. 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.
 7. Zacher, H., Mensmann, M., & Gielnik, M. M. (2019). Ageing and entrepreneurship: A psychological perspective. In C. Karlsson, M. Backman, & O. Kekezi (Eds.), *Handbook on Entrepreneurship and Ageing* (pp. 228-245). Edward Elgar.
 8. 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.
 9. 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.
 10. 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.
 11. 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.
 12. 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.
 13. 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.
 14. 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.
 15. 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.

TALKS, PRESENTATIONS, & SYMPOSIA

1. Glosenberger, A., Choi, D., Gielnik, M., Meyer, G., Peschmann, J., & Scharweit, B. (2024). New developments in personal initiative (PI) training for entrepreneurs inside and outside of the African continent. Symposium presented at the annual meeting of the African Academy of Management, Stellenbosch, South Africa.
2. Bouckaert, Y., Gonzalez-Roma, V., & Gielnik, M. M. (2023). Should I look away? A dynamic perspective on the relationships between witnessed incivility, exhaustion, and instigated incivility. Paper presented at the EAWOP 2023 congress, Katowice, Poland.
3. Naumann, V., Steinmetz, H., Gielnik, M. M., Tomin, S. (2023). Meta-analytical investigation of the nature and pathways of passion in entrepreneurship. Paper presented at the 2023 Annual Meeting of the Academy of Management, Boston, MA, USA.
4. Peschmann, J. & Gielnik, M. M. (2023). The impact of action-oriented entrepreneurship training on employment, income, and business performance among young adults. Paper presented at the 2023 Babson College Entrepreneurship Research Conference, Knoxville, USA.
5. Streeb, M. N., Baum, M., Gielnik, M. M., Schack, M. (2023). A resource perspective on the development of passion in entrepreneurship: How passion builds and protects itself against depletion. Paper presented at the 26th Annual Interdisciplinary Conference on Entrepreneurship, Innovation and SMEs (G-Forum), Darmstadt, Germany.

6. Gielnik, M. M., Blagoev, B., & Melyoki, L. L. (2022). A path-centric theory of entrepreneurship training transfer to explain long-term self-employment. Paper presented at the 2022 Annual Meeting of the Academy of Management, Seattle, WA, USA.
7. Streeb, M. N., Franzke, S.K., Baum, M., Gielnik, M. M. (2022). How harmonious and obsessive passion lead to entrepreneurial success: Unfolding the underlying process on a state level. Paper presented at the 25th Annual Interdisciplinary Conference on Entrepreneurship, Innovation and SMEs (G-Forum), Dresden, Germany.
8. Uy, M. A., Sun, S., Jacob, G. H., Gielnik, M. M., Lagdameo, J. L., Miclat, A. G., Osi, E. (2022). Too much of a good thing? A within-person examination of entrepreneurial self-efficacy and venture goal progress. Paper presented at the ACERE 2022 conference, Melbourne, Australia.
9. Uy, M. A., Jacob, G. H., Gielnik, M. M., Lagdameo, J. L., Miclat, A. G., & Osi, E. (2020). Affect and personal initiative among early-stage entrepreneurs: A dual tuning perspective. In A. Gupta (chair), *Emotions and entrepreneurship: The road travelled, boundary conditions, and new approaches*. Symposium at the 2020 Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
10. Weers, K. J. & Gielnik, M. M. (2020). Quality of self-efficacy evaluations in the context of nascent entrepreneurship. Paper presented at the 2020 Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
11. 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.
12. 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.
13. 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.
14. 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.
15. 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.
16. 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.
17. 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.
18. Spitzmueller, M., Gielnik, M. M., Maerz, A., & Slesman, 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.
19. 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.
 20. 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.
 21. Jacob, G. H., Gielnik, M. M., Frese, M., Kuschauer, 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.
 22. 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.
 23. 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.
 24. 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.
 25. 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.
 26. 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.
 27. 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.
 28. 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.
 29. 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
30. 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.
 31. 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.

32. 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.
33. Gielnik, M. M., Mensmann, M., Wolf, K., & Verch, D. (2014). Sustainability in entrepreneurial behavior. Paper presented at the 18th Annual Interdisciplinary Conference on Entrepreneurship, Innovation and SMEs (G-Forum), Oldenburg, Germany.

FGF Best Sustainable Entrepreneurship Research Award 2014

34. 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.
35. 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.
36. 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

37. 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.
38. 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.
39. 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.
40. 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.

41. 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.

42. 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.
43. 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.
44. 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.
45. 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.
46. 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.
47. 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.
 48. 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.
 49. 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.
 50. 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.
 51. 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.
 52. 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.
 53. 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.

54. 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.
55. 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.

RESEARCH PROJECTS & GRANTS

STEP

Research project to develop and implement the STEP entrepreneurship training in Africa, Asia, and Latin America funded by:

- DAAD (total of 798,351 EUR)
- German Commission for UNESCO (total of 1,171,607 EUR)
- BMBF (total of 216,672 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 funded by:

- the World Bank (total of 446,745 EUR)

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)

TEACHING

Leuphana University of Lüneburg

Master Level

- Psychology of 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 (Seminar)
- Research and Design / Research Methods (Seminar)

Bachelor Level

- Entrepreneurship I (Lecture)
- Entrepreneurship II (Lecture)
- Industrial & Organizational Psychology (Lecture)
- Intervention & Evaluation (Seminar)
- 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)

MEMBERSHIPS

Professional Organizations

Deutsche Gesellschaft für Psychologie (DGPs)

Editorial Board

Journal of Business Venturing (2020-2022); Field Editor Psychology and Entrepreneurship

Review Boards

Entrepreneurship Theory & Practice
Journal of Business Venturing

Research Councils

IfM Bonn