

naam, voornaam: Lang, Jonas W. B.

woonplaats: Jonkvrouw Mattestraat 7, Gent

taalgroep: Nederlands, Duits

sector: Arbeids- en Organisationspsycholoog

bewijs van ervaring: zie bijlage voor CV en beschrijving van mijn ervaringen

Een korte voorstelling van mijzelf:

Ik ben een gepassioneerde academische professional en praktijkgerichte onderzoeker met meer dan twintig jaar ervaring in de arbeids- en organisationspsychologie. Met meer dan 60 gepubliceerde artikelen in toonaangevende tijdschriften heb ik expertise opgebouwd in zowel geavanceerd kwantitatief onderzoek als kwalitatieve methodologieën. Daarnaast heb ik ruime ervaring opgedaan in consultancy binnen de corporate wereld en als redacteur bij gerenommeerde tijdschriften.

Mijn carrière is echter niet zonder uitdagingen geweest. Ik heb persoonlijk ervaren hoe prestatie-uitzonderingsregelingen (inclusive, diversiteit, enzovoort) kunnen leiden tot uitsluiting van individuen die niet binnen de criteria van deze regelingen vallen en onethisch gedrag bevorderen. Naast onterechte beschuldigingen en misleidende beweringen over mijn werk, heb ik ook diefstal van mijn intellectuele eigendom moeten doorstaan. Deze gebeurtenissen hebben mijn vastberadenheid versterkt om op te komen voor eerlijkheid en integriteit in zowel academische als professionele omgevingen.

Ik ben overtuigd dat organisaties alleen succesvol en rechtvaardig kunnen functioneren als zij uitgaan van consistent toegepaste normen en waarden, waarin prestatie de basis vormt voor beoordeling en waardering.

(Je suis un professionnel académique passionné et un chercheur pragmatique avec plus de vingt ans d'expérience en psychologie du travail et des organisations. Avec plus de 60 articles publiés dans des revues prestigieuses, j'ai acquis une expertise à la fois dans la recherche quantitative avancée et dans les méthodologies qualitatives. De plus, j'ai une vaste expérience en tant que consultant dans le monde de l'entreprise et en tant que rédacteur pour des revues renommées.

Cependant, ma carrière n'a pas été sans défis. J'ai personnellement vécu comment des régimes d'exception basés sur les performances peuvent conduire à l'exclusion d'individus qui ne répondent pas aux critères de ces régimes. En plus d'accusations infondées et de déclarations trompeuses concernant mon travail, j'ai également été confronté au vol de ma propriété intellectuelle. Ces expériences ont renforcé ma détermination à défendre l'équité et l'intégrité dans les environnements académiques et professionnels.

Je suis convaincu que les organisations ne peuvent réussir et être justes que si elles s'appuient sur des normes et des valeurs appliquées de manière cohérente, où la performance constitue la base de l'évaluation et de la reconnaissance.

Vita

Jonas W. B. Lang

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Education

Doctor of Philosophy in Psychology (Dr. phil.), RWTH (Rheinisch-Westfälische Technische Hochschule) Aachen University, Aachen, Germany, August 2007.

Dissertation committee: Lutz F. Hornke (thesis advisor), Paul D. Bliese (thesis advisor), Klaus Willmes-von Hinckeldey, Iring Koch

Dissertation: General Mental Ability and Two Types of Adaptation to Unforeseen Change

Diplom-Psychologe (German Master's degree in Psychology), University of Mannheim, Mannheim, Germany, March 2004.

Professional Experience

June 2019–present: *Visiting Professor (Part-time appointment)*, Department of Management, Business School, University of Exeter, Exeter, United Kingdom.

October 2013–September 2022: *Associate Professor (Hoofddocent)*, Faculty of Psychology and Educational Sciences, Ghent University, Belgium.

September 2008–September 2013: *Lecturer (Universitair Docent)*, Department of Work and Social Psychology, Maastricht University, Maastricht, the Netherlands.

January 2008–August 2008: *Lecturer (Akademischer Rat auf Zeit)*, Industrial and Organizational Psychology, Institute of Psychology, RWTH Aachen University, Aachen, Germany.

April 2004–December 2007: *Research and Teaching Assistant (Wissenschaftlicher Mitarbeiter)*, Industrial and Organizational Psychology, Institute of Psychology, RWTH Aachen University, Aachen, Germany.

April 2000–October 2003: *Student Research and Teaching Assistant (Studentische Hilfskraft)*, Educational Psychology, Department of Psychology, University of Mannheim, Mannheim, Germany.

October 1998–April 2004: *Web designer and web programmer*, graphodata AG, Aachen, Germany.

National Service

November 1997–April 2004: German Federal Agency for Technical Relief (Bundesanstalt Technisches Hilfswerk), Ortsverband Aachen, Aachen, Germany, & Ortsverband Mannheim, Mannheim, Germany. Helper, squad leader, platoon squad leader, and platoon leader (2nd technical platoon, Mannheim). Self-contained breathing apparatus (SCBA) instructor.

Working Papers

3. Lang, J. W. B. Serial Ethical Transgressors in Organizational Research Academia: A 14-Year Professional Life/Roller-Coaster-Ride as a Victim, Victim Advocate, and Hesitant Whistleblower
<http://www.jonaslang.info/userdata/manuscript-v4-osf-rendered.pdf>
Supporting Video: <https://www.jonaslang.info/index.php?y=1732746590>
2. Lang, J. W. B. Methodological Problems in Hülshager (2016): Implausible Assumptions and False Positives
<https://www.jonaslang.info/userdata/comment-hulshager2016.pdf>
1. Lang, J. W. B., de Voogt, A., Hendricks, J. L., Goh, Z., Herr, S. D., & Bliese, P. D. Self-efficacy, Task Performance, and Adaptive Transfer.
<http://www.jonaslang.info/userdata/manuscript-helicopter.pdf>

Journal Publications (Top Journals in Bold)

68. **Lang, J. W. B. & Bliese, P. D. (in press). The plausibility of alternative data generating mechanisms: Comment on and attempt at replication of Dishop (2022). *Psychological Methods*. <https://doi.org/10.1037/met0000650> [2023 Impact factor: 7.6, category: PSYCHOLOGY, MULTIDISCIPLINARY, rank: 10/218]**
67. Runge, J. M., Lang, J. W. B., Zettler, I., & Lievens, F. (in press). Predicting counterproductive work behavior: Do implicit motives have incremental validity beyond explicit traits? *Journal of Research in Personality*. <https://doi.org/10.1016/j.jrp.2020.104019> [2023 Impact factor: 2.600, category: PSYCHOLOGY, SOCIAL, rank: 31/76]
66. Schild, C., Botzet, L., Planert, L., Zettler, I., Scigala, K. A., & Lang, J. W. B. (in press). Linking Personality Traits to Objective Foul Records in (Semi-)Professional Youth Basketball. *Journal of Research in Personality*. <https://doi.org/10.1016/j.jrp.2020.103987> [2023 Impact factor: 2.600, category: PSYCHOLOGY, SOCIAL, rank: 31/76]
65. Riddell, H., Crane, M., Lang, J. W. B., Chapman, M. T., Murdoch, E. M., & Gucciardi, D. F. (2023). Stressor reflections, sleep, and psychological well-being: A pre-registered experimental test of self-distanced versus self-immersed reflections. *Stress and Health*, 39(3), 488–498. <https://doi.org/10.1002/smi.3201> [2023 Impact factor: 3.000, category: PSYCHOLOGY, APPLIED, rank: 33/114]
64. Tackett, J. L., Reardon, K. W., Fast, N. J., Johnson, L., Kang, S. K., Lang, J. W. B., & Oswald, F. L. (2023). Understanding the leaders of tomorrow: The need to study leadership in adolescence. *Perspectives on Psychological Science*, 18(4), 829–842. <https://doi.org/10.1177/17456916221118536> [2023 Impact factor: 10.5, category: PSYCHOLOGY, MULTIDISCIPLINARY, rank: 10/218]
63. Van Ideeking, C. H., Arnold, J. D., Aguinis, H., Lang, J. W. B., & Lievens, F. (2023). Work effort: A conceptual and meta-analytic review. *Journal of Management*, 49(1), 125–157. <https://doi.org/10.1177/01492063221087641> [2023 Impact factor: 9.3, category: MANAGEMENT, rank: 15/401; 2021 Academic Journal Guide/ABS: 4*]
62. Lang, J. W. B., Van Hoeck, S., & Runge, J. M. (2022) Methodological and conceptual issues in studying effort-reward fit. *Journal of Managerial Psychology*, 37(5), 498–512. <https://doi.org/10.1108/JMP-11-2019-0659> [2022 Impact factor: 3.2, category: PSYCHOLOGY, APPLIED, rank: 41/115; 2021 Academic Journal Guide/ABS: 3]

61. Sparfeldt, J. R., Becker, N., Greiff, S., Kersting, M., König, C. J., Lang, J. W. B., & Beauducel, A. (2022). Intelligenz(tests) verstehen und missverstehen. *Psychologische Rundschau*, 73(3), 161–172. <https://doi.org/10.1026/0033-3042/a000597> [2021 Impact factor: 1.4, category: PSYCHOLOGY, MULTIDISCIPLINARY, rank: 118/147]
60. de Voogt, A., Santiago, B., Kalagher, H., & Lang, J. W. B. (2022). Go-around accidents and General Aviation safety. *Journal of Safety Research*, 82, 323–328. <https://doi.org/10.1016/j.jsr.2022.06.008> [2022 Impact factor: 4.100, category: PUBLIC, ENVIRONMENTAL & OCCUPATIONAL HEALTH, rank: 51/180; 2021 Academic Journal Guide/ABS: 2]
59. Greenwald, A. G., Brendl, M., Cai, H., Cvencek, D., Dovidio, J. F., Frieze, M., Hahn, A., Hehman, E., Hofmann, W., Hugues, S., Hussey, I., Jordan, C. H., Jost, J., Kirby, T. A., Lai, C. K., Lang, J. W. B., Lindgren, K. P., Maison, D., Ostafin, B., Rae, J. R., Ratliff, K., Smith, C., Spruyt, A., Wiers, R. (2022). The Implicit Association Test at age 20: What is known and what is not known about implicit bias. *Behavior Research Methods*, 54, 1161–1180. <https://doi.org/10.3758/s13428-021-01624-3> [2022 Impact factor: 5.400, category: PSYCHOLOGY, MATHEMATICAL, rank 1/13]
58. Inceoglu, I., Arnold, K. A., Leroy, H., Lang, J. W. B., & Stephan, U. (2022). From microscopic to macroscopic perspectives and back: The study of leadership and health/ well-being [Guest editorial]. *Journal of Occupational Health Psychology*, 26(6), 459–468. <http://dx.doi.org/10.1037/ocp0000316>. [2022 Impact factor: 5.1, category: PSYCHOLOGY, APPLIED, rank: 18/83; 2021 Academic Journal Guide/ABS: 4]
57. Gucciardi, D. F., Lang, J. W. B., Lines, R. L. J., Chapman, M. T., Ducker, K. J., Peeling, P., Crane, M. F., Ntoumanis, N., Parker, S. K., Thøgersen- Ntoumani, C., Quested, E., & Temby, P. (2021). The emergence of resilience: Trajectories of sleep functioning after a major stressor. *Sport, Exercise, and Performance Psychology*, 10(4), 571–589. <https://doi.org/10.1037/spy0000268> [2021 Impact factor: 2.857, category: PSYCHOLOGY, APPLIED, rank: 45/83; 2021 Academic Journal Guide/ABS: 1]
56. Niessen, C., & Lang, J. W. B. (2021). Cognitive control strategies and adaptive performance in a complex work task. *Journal of Applied Psychology*, 106(10), 1586–1599. <https://doi.org/10.1037/apl0000830> [2021 Impact factor: 11.802, category: PSYCHOLOGY, APPLIED, rank: 4/83; 2021 Academic Journal Guide/ABS: 4*]
55. Lang, J. W. B., Runge, J. M., & De Fruyt, F. (2021). What are agile, flexible, or adaptable employees and students? A typology of dynamic individual differences in applied settings. *European Journal of Personality*, 35(4), 510–533. <https://doi.org/10.1177/08902070211012932>. [2021 Impact factor: 7.000, category: PSYCHOLOGY, SOCIAL, rank 5/65]
54. Reindl, G., Lang, J. W. B., & Runge, J. M. (2021). Work Event Experiences: Implications of an Expanded Taxonomy for Understanding Daily Well-Being. *Journal of Occupational Health Psychology*, 26(4), 304–325. <https://doi.org/10.1037/ocp0000276>. [2021 Impact factor: 7.707, category: PSYCHOLOGY, APPLIED, rank: 9/83; 2021 Academic Journal Guide/ABS: 4]
53. Lang, J. W. B., Bliese, P. D. & Runge, J. M. (2021). Detecting consensus emergence in organizational multilevel data: Power simulations. *Organizational Research Methods*, 24(2), 319–341. <https://doi.org/10.1177/1094428119873950> [2021 Impact factor: 8.247, category: MANAGEMENT, rank 38/226; 2021 Academic Journal Guide/ABS: 4]
52. Brückner, J., Bosak, J., & Lang, J. W. B. (2021). Connect vs. conquer? CEO gender and implicit motives. *Journal of Managerial Psychology*, 36(1), 13–30. <https://doi.org/10.1108/JMP-01-2019-0061> [2021 Impact factor: 4.043, category: PSYCHOLOGY, APPLIED, rank: 32/83; 2021 Academic Journal Guide/ABS: 3]

51. Lang, J. W. B., & Tay, L. (2021) The science and practice of item response theory in organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, 8(1), 311–338. <https://doi.org/10.1146/annurev-orgpsych-012420-061705> [2021 Impact factor: 12.553, category: PSYCHOLOGY, APPLIED, rank: 2/83; MANAGEMENT, rank 6/226]
50. Lang, J. W. B., & Kell, H. J. (2020). General mental ability and specific abilities: Their relative importance for extrinsic career success. *Journal of Applied Psychology*, 105(9), 1047–1061. <https://doi.org/10.1037/apl0000472> [2020 Impact factor: 7.429, category: PSYCHOLOGY, APPLIED, rank: 7/83; 2021 Academic Journal Guide/ABS: 4*]
49. Niessen, C., Göbel, K., Lang, J. W. B., & Schmid, U. (2020). Stop thinking: An experience sampling study on suppressing distractive thoughts at work. *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.01616>. [2020 Impact factor: 2.990, category: PSYCHOLOGY, MULTIDISCIPLINARY, rank: 42/140; 2021 Academic Journal Guide/ABS: 2]
48. Lang, J. W. B. (2020). Timely and to the Point: Expectations for Articles and Reviews at the Journal of Personnel Psychology. *Journal of Personnel Psychology*, 19(1), 1–3. <https://doi.org/10.1027/1866-5888/a000259> [2020 Impact factor: 1.375, category: PSYCHOLOGY, APPLIED, rank: 72/83; 2021 Academic Journal Guide/ABS: 2]
47. Eby, L. T., Shockley, K. M., Bauer, T. N., Edwards, B. D., Homan, A. C., Johnson, R. E., Lang, J. W. B., Morris, S. B., & Oswald, F. L. (2020). Methodological checklists for improving research quality and reporting consistency. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6(1), 76–83. <https://doi.org/10.1017/iop.2020.14> [2020 Impact factor: 7.235, category: PSYCHOLOGY, APPLIED, rank: 9/83; 2021 Academic Journal Guide/ABS: 1]. .235
46. Lang, J. W. B., & Goh, Z. (2020). Building an Organizational Science of Behavioral Consistency: Comment on Katz-Navon, Kark, and Delegach (2020). *Academy of Management Discoveries*, 6(1), 149–152. <https://doi.org/10.5465/amd.2019.0180> [2021 Academic Journal Guide/ABS: 3].
45. den Hartog, S., Runge, J. M., Reindl, G., & Lang, J. W. B. (2020). Linking team personality variability and team innovation. *Small Group Research*, 52(2), 265–295. <https://doi.org/10.1177/1046496419865325> [2020 Impact factor: 2.660, category: PSYCHOLOGY, APPLIED, rank: 46/83; 2021 Academic Journal Guide/ABS: 2].
44. Tiffin, P. A., Paton, L. W., O'Mara, D., MacCann, C., Lang, J. W. B., & Lievens, F. (2020). Situational judgement tests for selection: Traditional vs construct-driven approaches. *Medical Education*, 54(2), 105–115. <https://doi.org/10.1111/medu.14011> [2020 Impact factor: 6.251, category: HEALTH CARE SCIENCES & SERVICES, rank: 7/108]
43. Lang, J. W. B., Bliese, P. D., & Adler, A. B. (2019). Opening the black box: A multilevel framework for studying group processes. *Advances in Methods and Practices in Psychological Science*, 2(3), 271–287. <https://doi.org/10.1177/2515245918823722>
42. Sijbom, R. B. L., Lang, J. W. B., & Anseel, F. (2019). Leaders' achievement goals predict employee burnout above and beyond employees' own achievement goals. *Journal of Personality*, 87(3), 702–714. <https://doi.org/10.1111/jopy.12427> [2019 Impact factor: 3.667, category: PSYCHOLOGY, SOCIAL, rank: 7/64]
41. Runge, J. M., Lang, J. W. B., Chasiotis, A. & Hofer, J. (2019). Improving the assessment of implicit motives using IRT: Cultural differences and differential item functioning. *Journal of Personality Assessment*, 101, 414–424. <https://doi.org/10.1080/00223891.2017.1418748> [2019 Impact factor: 2.185, category: PSYCHOLOGY, CLINICAL, rank: 54/131]

40. Runge, J. M., & Lang, J. W. B. (2019). Can people recognize their implicit thoughts? The motive self-categorization test. *Psychological Assessment*, 31(7), 939-951. <http://dx.doi.org/10.1037/pas0000720> [2019 Impact factor: 2.825, category: PSYCHOLOGY, CLINICAL, rank: 41/131]
39. Tackett, J. L., Lang, J. W. B., Markon, K., & Herzhoff, K. (2019). A correlated trait correlated methods model for thin-slice child personality assessment. *Psychological Assessment*, 31(4), 545-556. <https://doi.org/10.1037/pas0000635> [2019 Impact factor: 2.825, category: PSYCHOLOGY, CLINICAL, rank: 41/131]
38. Lang, J. W. B., Lievens, F., De Fruyt, F., Zettler, I., & Tackett, J. L. (2019). Assessing meaningful within-person variability in Likert-scale rated personality descriptions: An IRT tree approach. *Psychological Assessment*, 31(4), 474-487. <https://doi.org/10.1037/pas0000600> [2019 Impact factor: 2.825, category: PSYCHOLOGY, CLINICAL, rank: 41/131]
37. Beier, M. E., Kell, H. J., & Lang, J. W. B. (2019). Commenting on the "Great Debate": General abilities, specific abilities, and the tools of the trade. *Journal of Intelligence*, 7(1), 5. <https://doi.org/10.3390/jintelligence7010005>
36. Apers, C., Lang, J. W. B., & Derous, E. (2019). Who earns more? Explicit traits, implicit motives, and income growth trajectories. *Journal of Vocational Behavior*, 110, 214-228. <https://doi.org/10.1016/j.jvb.2018.12.004> [2019 Impact factor: 4.075, category: PSYCHOLOGY, APPLIED, rank: 10/84; 2021 Academic Journal Guide/ABS: 4]
35. Lang, J. W. B., Mussel, P., & Runge, J. M. (2018). TBS-TK Rezension: Inventar zur Erfassung von Arbeitsmotiven (IEA). *Zeitschrift für Arbeits- und Organisationspsychologie*, 62, 161-163. <https://doi.org/10.1026/0932-4089/a000274>. [2018 Impact factor: 0.250, category: PSYCHOLOGY, APPLIED, rank: 80/82]
34. Kell, H. J., & Lang, J. W. B. (2018). The great debate: General ability and specific abilities in the prediction of important outcomes. *Journal of Intelligence*, 6, 39. <https://doi.org/10.3390/jintelligence6030039>.
33. **Lang, J. W. B., Bliese, P. D. & de Voogt, A. (2018). Modeling consensus emergence using longitudinal multilevel models. *Personnel Psychology*, 71, 255-281. <https://doi.org/10.1111/peps.12260> [2017 Impact factor: 6.930, category: PSYCHOLOGY, APPLIED, rank: 3/82; 2021 Academic Journal Guide/ABS: 4]**
 - Winner of the 2019 Jeanneret Award for Excellence in the Study of Individual or Group Assessment
32. **Lievens, F., Lang, J. W. B., De Fruyt, F., Corstjens, J., Van de Vijver, M., & Bledow, R. (2018). The predictive power of people's intraindividual variability across situations: Implementing whole trait theory in assessment. *Journal of Applied Psychology*, 103, 753-771. <https://doi.org/10.1037/apl0000280> [2018 Impact factor: 5.067, category: PSYCHOLOGY, APPLIED, rank: 9/82; 2021 Academic Journal Guide/ABS: 4*]**
 - 2020 Recipient of the SIOP Joyce and Robert Hogan Award
31. Paul, A., Lang, J. W. B., & Baumgartner, R. J. (2017). A multilevel approach for assessing business strategies on climate change. *Journal of Cleaner Production*, 160, 50-70. <https://doi.org/10.1016/j.jclepro.2017.04.030> [2017 Impact factor: 5.651, category: ENGINEERING, ENVIRONMENTAL, rank: 7/50; 2021 Academic Journal Guide/ABS: 2]
30. de Voogt, A., & Lang, J. W. B. (2017). Employee work ethic in nine nonindustrialized contexts: Some

- surprising non-POSH findings. *Industrial and Organizational Psychology*, 10, 398–403. <https://doi.org/10.1017/iop.2017.35> [2017 Impact factor: 16.375, category: PSYCHOLOGY, APPLIED, rank: 1/82; 2021 Academic Journal Guide/ABS: 1]
29. Lang, J. W. B., Tackett, J. L., & Zettler, I. (2017). Utilizing advanced psychometric methods in research on trait expression across situations. *European Journal of Personality*, 31, 464–465. <https://doi.org/10.1002/per.2119> [2017 Impact factor: 3.7, category: PSYCHOLOGY, SOCIAL, rank: 5/62]
 28. Kell, H. J., & Lang, J. W. B. (2017). Specific abilities in the workplace: More important than g? *Journal of Intelligence*, 5, 13. <https://doi.org/10.3390/jintelligence5020013>
 27. Bliese, P. D., & Lang, J. W. B. (2016). Understanding relative and absolute change in discontinuous growth models: Coding alternatives and implications for hypothesis testing. *Organizational Research Methods*, 19, 562–592. <https://doi.org/10.1177/1094428116633502> [2016 Impact factor: 4.783, category: PSYCHOLOGY, APPLIED, rank: 3/80; 2021 Academic Journal Guide/ABS: 4]
 26. Runge, J. M., Lang, J. W. B., Engeser, S., Schüler, J., den Hartog, S. C., & Zettler, I. (2016). Modeling motive activation in the operant motive test: A psychometric analysis using dynamic Thurstonian item response theory. *Motivation Science*, 2, 268–286. <https://doi.org/10.1037/mot0000041>
 25. Zettler, I., Lang, J. W. B., Hülshager, U. R., & Hilbig, B. E. (2016). Dissociating indifferent, directional, and extreme responding in personality data: Applying the three-process model to self- and observer reports. *Journal of Personality*, 84, 461–472. <https://doi.org/10.1111/jopy.12172> [2016 Impact factor: 3.598, category: PSYCHOLOGY, SOCIAL, rank: 6/62]
 24. Schwager, I. T. L., Hülshager, U. R., & Lang, J. W. B. (2016). Be aware to be on the square: Mindfulness and counterproductive academic behavior. *Personality and Individual Differences*, 93, 74–79. <https://doi.org/10.1016/j.paid.2015.08.043> [2016 Impact factor: 2.005, category: PSYCHOLOGY, SOCIAL, rank: 20/62; 2021 Academic Journal Guide/ABS: 3]
 23. Lang, J. W. B., Kersting, M., & Beauducel, A. (2016). Hierarchies of factor solutions in the intelligence domain: Applying methodology from personality psychology to gain insights into the nature of intelligence. *Learning and Individual Differences*, 47, 37–50. <https://doi.org/10.1016/j.lindif.2015.12.003> [2016 Impact factor: 1.650, category: PSYCHOLOGY, EDUCATIONAL, rank: 22/58]
 22. Zettler, I., & Lang, J. W. B. (2015). Employees' political skill and job performance: An inverted U-shaped relation? *Applied Psychology: An International Review*, 64, 541–577. <https://doi.org/10.1111/apps.12018> [2015 Impact factor: 1.179, category: PSYCHOLOGY, APPLIED, rank: 44/79; 2021 Academic Journal Guide/ABS: 3]
 21. Schwager, I. T. L., Hülshager, U. R., Bridgeman, B., & Lang, J. W. B. (2015). Graduate student selection: Graduate record examination, socioeconomic status, and undergraduate grade point average as predictors of study success in a western European University. *International Journal of Selection and Assessment*, 23, 71–79. <https://doi.org/10.1111/ijsa.12096> [2015 Impact factor: 0.610, category: PSYCHOLOGY, APPLIED, rank: 62/79]
 20. Hülshager, U. R., Lang, J. W. B., Schewe, A. F., & Zijlstra, F. R. H. (2015). When regulating emotions at work pays off: A diary and an intervention study on emotion regulation and customer tips in service jobs. *Journal of Applied Psychology*, 100, 263–277. <https://doi.org/10.1037/a0038229> [2015 Impact factor: 3.810, category: PSYCHOLOGY, APPLIED, rank: 5/79; 2021 Academic Journal Guide/ABS: 4*]
 19. Hülshager, U. R., Lang, J. W. B., Depenbrock, F., Fehrmann, C., Zijlstra, F. R. H., & Alberts, H. J. E. M.

- (2014). **The power of presence: The role of mindfulness at work for daily levels and change trajectories of psychological detachment and sleep quality.** *Journal of Applied Psychology*, 99, 1113–1128. <https://doi.org/10.1037/a0037702> [2014 Impact factor: 4.799, category: PSYCHOLOGY, APPLIED, rank: 2/76; 2021 Academic Journal Guide/ABS: 4*]
18. Schwager, I. T. L., Hülshager, U. R., Lang, J. W. B., Klieger, D. M., Bridgeman, B., & Wendler, C. (2014). Supervisor ratings of students' academic potential as predictors of citizenship and counterproductive behavior. *Learning and Individual Differences*, 35, 62–69. <https://doi.org/10.1016/j.lindif.2014.07.005> [2014 Impact factor: 1.621, category: PSYCHOLOGY, EDUCATIONAL, rank: 23/55]
 17. 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. <https://doi.org/10.1111/iops.12164> [2014 Impact factor: 0.579, category: PSYCHOLOGY, APPLIED, rank: 58/76; 2021 Academic Journal Guide/ABS: 1] .579
 16. **Lang, J. W. B. (2014). A dynamic Thurstonian item response theory of motive expression in the Picture Story Exercise: Solving the internal consistency paradox of the PSE.** *Psychological Review*, 121, 481–500. <https://doi.org/10.1037/a0037011> [2014 Impact factor: 7.972, category: PSYCHOLOGY, MULTIDISCIPLINARY, rank: 5/129; 2021 Academic Journal Guide/ABS: 4]
 15. Hülshager, U. R., Alberts, H. J. E. M., Feinholdt, A., & Lang, J. W. B. (2013). Benefits of mindfulness at work: The role of mindfulness in emotion regulation, emotional exhaustion, and job satisfaction. *Journal of Applied Psychology*, 98, 310–325. <https://doi.org/10.1037/a0031313> [2013 Impact factor: 4.367, category: PSYCHOLOGY, APPLIED, rank: 3/75; 2021 Academic Journal Guide/ABS: 4*]
 14. Lang, J. W. B., Zettler, I., Ewen, C., & Hülshager, U. R. (2012). Implicit motives, explicit traits, and task and contextual performance at work. *Journal of Applied Psychology*, 97, 1201–1217. <https://doi.org/10.1037/a0029556> [2012 Impact factor: 4.758, category: PSYCHOLOGY, APPLIED, rank: 2/73; 2021 Academic Journal Guide/ABS: 4*]
 13. Lang, J., Ochsmann, E., Kraus, T., & Lang, J. W. B. (2012). Psychosocial work stressors as antecedents of musculoskeletal problems: A systematic review and meta-analysis of stability-adjusted longitudinal studies. *Social Science and Medicine*, 75, 1163–1174. <https://doi.org/10.1016/j.socscimed.2012.04.015> [2012 Impact factor: 2.733, category: PUBLIC, ENVIRONMENTAL & OCCUPATIONAL HEALTH, rank: 14/139; 2021 Academic Journal Guide/ABS: 4]
 12. Lang, J. W. B. & Bliese, P. D. (2012). I–O psychology and progressive research programs on intelligence. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 161–166. <https://doi.org/10.1111/j.1754-9434.2012.01423.x> [2011 Impact factor: 0.654, category: PSYCHOLOGY, APPLIED, rank: 59/73; 2021 Academic Journal Guide/ABS: 1]
 11. Lang, J. W. B., & Lang, J. (2011). Practical implications of test anxiety tools. *Science*, 332, 791–792. <https://doi.org/10.1126/science.332.6031.791-b> [2011 Impact factor: 31.201, category: MULTIDISCIPLINARY SCIENCES, rank: 2/56]
 10. Lang, J., Bliese, P. D., Lang, J. W. B., & Adler, A. B. (2011). Work gets unfair for the depressed: Cross-lagged relations between organizational justice perceptions and depressive symptoms. *Journal of Applied Psychology*, 96, 602–618. <https://doi.org/10.1037/a0022463> [2011 Impact factor: 4.308, category: PSYCHOLOGY, APPLIED, rank: 2/73; 2021 Academic Journal Guide/ABS: 4*]
 9. Lang, J. W. B., Kersting, M., Hülshager, U. R., & Lang, J. (2010). General mental ability, narrower cognitive abilities, and job performance: The perspective of the nested-factors model of cognitive

- abilities. *Personnel Psychology*, 63, 595–640. <https://doi.org/10.1111/j.1744-6570.2010.01182.x> [2010 Impact factor: 3.367, category: PSYCHOLOGY, APPLIED, rank: 4/69; 2021 Academic Journal Guide/ABS: 4]
8. Lang, J. W. B., & Lang, J. (2010). Priming competence diminishes the link between cognitive test anxiety and test performance: Implications for the interpretation of test scores. *Psychological Science*, 21, 811–819. <https://doi.org/10.1177/0956797610369492> [2010 Impact factor: 4.699, category: PSYCHOLOGY, MULTIDISCIPLINARY, rank: 7/120; 2021 Academic Journal Guide/ABS: 4*]
 7. Hülshager, U. R., Lang, J. W. B., & Maier, G. W. (2010). Emotional labor, strain, and performance: Testing reciprocal relationships in a longitudinal panel study. *Journal of Occupational Health Psychology*, 15, 505–521. <https://doi.org/10.1037/a0021003> [2010 Impact factor: 2.355, category: PUBLIC, ENVIRONMENTAL AND OCCUPATIONAL HEALTH, rank: 17/116; 2021 Academic Journal Guide/ABS: 4]
 6. van Doorn, R. R. A., Lang, J. W. B., & Weijters, T. (2010). Self-reported cognitive failures: A core-self evaluation? *Personality and Individual Differences*, 49, 717–722. <https://doi.org/10.1016/j.paid.2010.06.013> [2010 Impact factor: 1.820, category: PSYCHOLOGY, SOCIAL, rank: 16/58; 2021 Academic Journal Guide/ABS: 3]
 5. Lang, J. W. B., Kersting, M., & Hülshager, U. R. (2010). Range shrinkage of cognitive ability test scores in applicant pools for German governmental jobs: Implications for range restriction corrections. *International Journal of Selection and Assessment*, 18, 321–328. <https://doi.org/10.1111/j.1468-2389.2010.00515.x> [2010 Impact factor: 0.859, category: PSYCHOLOGY, APPLIED, rank: 50/69; 2021 Academic Journal Guide/ABS: 2]
 4. van Doorn, R. R. A., & Lang, J. W. B. (2010). Performance differences explained by the neuroticism facets withdrawal and volatility, variations in task demand, and effort allocation. *Journal of Research in Personality*, 44, 446–452. <https://doi.org/10.1016/j.jrp.2010.05.004> [2010 Impact factor: 1.756, category: PSYCHOLOGY, SOCIAL, rank: 18/58]
 3. Lang, J. W. B., & Bliese, P. D. (2009). General mental ability and two types of adaptation to unforeseen change: Applying discontinuous growth models to the task-change paradigm. *Journal of Applied Psychology*, 94, 411–428. <https://doi.org/10.1037/a0013803> [2009 Impact factor: 3.840, category: PSYCHOLOGY, APPLIED, rank: 4/63; 2021 Academic Journal Guide/ABS: 4*]
 2. Lang, J. W. B., & Kersting, M. (2007). Regular feedback from student ratings of instruction: Do college teachers improve their ratings in the long run? *Instructional Science*, 35, 187–205. <https://doi.org/10.1007/s11251-006-9006-1> [2007 Impact factor: 0.795, category: EDUCATION AND EDUCATIONAL RESEARCH, rank: 30/105]
 1. Lang, J. W. B., & Fries, S. (2006). A revised 10-item version of the Achievement Motives Scale: Psychometric properties in German-speaking samples. *European Journal of Psychological Assessment*, 22, 216–224. <https://doi.org/10.1027/1015-5759.22.3.216> [2006 Impact factor: 0.855, category: PSYCHOLOGY, APPLIED, rank: 35/54]

Book Chapters

8. Lang, J. W. B. (in preparation). Methods to model growth trajectories. In V. González-Romá, *Handbook of Research Methods in Work and Organisational Psychology*. Edward Elgar.
7. Lang, J. W. B., & Bliese, P. D. (in press). Multilevel research designs. In N. Bowling, M. K. Shoss, & Z.

Zhou, *How to Get Published in the Best Industrial-Organizational Psychology Journals*. Edward Elgar.

6. Lang, J. W. B., & Corstjens, J. (2022). Key episodes in the history of testing in Central Western Europe. In S. Laher (Ed.), *International histories of psychological assessment*. Cambridge University Press.
5. Bliese, P. D., Kautz, J., & Lang, J. W. B. (2020). Discontinuous growth models: Illustrations, recommendations, and an R function for generating the design matrix. In Y. Griep, S. D. Hansen, T. Vantilborgh, T., & J. Hofmans (Eds.), *Handbook of dynamic organizational behavior* (pp. 319-350). Edward Elgar.
4. Lang, J. W. B., & Bliese, P. D. (2018). A temporal perspective on emergence: Using three-level mixed-effects models to track consensus emergence in groups. In S. E. Humphrey & J. M. LeBreton (Eds.), *The handbook for multilevel theory, measurement, and analysis* (pp. 519-540). American Psychological Association.
3. Lang, J. W. B. (2011). Computer-adaptives Testen [Computer-adaptive testing]. In L. F. Hornke, M. Amelang & M. Kersting (Eds.), *Leistungs-, Intelligenz- und Verhaltensdiagnostik (Enzyklopädie der Psychologie. Themenbereich B, Serie II, Band 3)*. Hogrefe.
2. Lang, J. W. B., & Kersting, M. (2007). Langfristige Effekte von regelmäßigem Feedback aus studentischen Lehrveranstaltungsevaluationen [Long-term effects of regular feedback from student ratings of instruction]. In A. Kluge & K. Schüller (Eds.), *Qualitätssicherung und -entwicklung an Hochschulen: Methoden und Ergebnisse* (pp. 159–167). Pabst.
1. Lang, J. W. B., & Kersting, M. (2007). Statistische Modelle und Auswertungsverfahren [Statistical models and evaluation procedures]. In H. Schuler & Kh. Sonntag (Eds.), *Handbuch der Arbeits- und Organisationspsychologie* (pp. 98–108). Hogrefe.

Invited Presentations

19. Lang, J. W. B. (2021, September). Adaptive Performance after Task-Change: Motivational and Cognitive Antecedents in Organizations. Invited Colloquium (Prof. Giessner). Erasmus University Rotterdam, The Netherlands.
18. Lang, J. W. B. (2021, April). Adaptive Performance after Task-Change: Motivational and Cognitive Antecedents in Organizations. Invited Colloquium (Prof. Kleinmann). University of Zürich, Switzerland.
17. Lang, J. W. B. (2020, February). Measuring Implicit Motives at Work: A Review of Recent Progress and Future Research Agenda. Invited Colloquium (Prof. Bledow). Singapore Management University, Singapore.
16. Lang, J. W. B. (2019, July). Measuring Implicit Motives at Work: A Review of Recent Progress and Future Research Agenda. Invited Colloquium (Prof. Kehr). Technical University Munich, Munich, Germany.
15. Lang, J. W. B. (2019, June). Basic and intermediate multilevel modeling. Invited Pre-Conference Workshop for the Association for International Business (AIB) meeting in Copenhagen, Denmark.
14. Lang, J. W. B. (2019, June). Methodological issues in research on leadership and health/well-being. Invited panel discussion at the EAWOP Small Group Meeting on Leadership and health/well-being. University of Exeter, Exeter, UK.
13. Lang, J. W. B. (2019, May). Basic and intermediate multilevel modeling. Invited Colloquium (Prof. Goh). Monash University, Melbourne, Australia.

12. Lang, J. W. B. (2019, April). Using multilevel methods for studying group processes over time. Invited Colloquium (Prof. Tay & Prof. Sang). Purdue University, West Lafayette, United States.
11. Lang, J. W. B. (2018, November). Barriers and opportunities for the use of indirect measures in the workplace: What type of indirect measures would organizations actually use? FWO Expert Meeting 2018 (Prof. de Houwer, Prof. Bar-Anan, & Prof. Spruyt) on Improving the Utility of Indirect Measures, Ghent, Belgium.
10. Lang, J. W. B. (2018, April). Modeling consensus emergence in groups using longitudinal multilevel methods. Invited Colloquium (Prof. R. Baumgartner), Institute of System Sciences, Innovation and Sustainability Research, University of Graz, Austria.
9. Lang, J. W. B. (2016, November). Dealing with reviewer comments and decision letters: Some experiences as an author and as a reviewer. Early Career Workshop by Prof. J. Bosak for the Society for the Advancement of Management Studies (SAMS). Dublin City University, Dublin, Ireland.
8. Lang, J. W. B. (2016, September). *Alles eine Frage der Vorbereitung? Leistung und Verhalten in einer Online Testvorbereitungsumgebung als Prädiktor von Testleistung in einem Studienauswahltest*. [All a matter of preparation? Performance and behavior in an online test preparation environment as a predictor of test performance in a student selection test]. Invited Colloquium (Prof. M. Kersting), Department of Psychology, University of Giessen, Germany.
7. Lang, J. W. B. (2016, January). *Modeling Consensus Emergence, Leader Consensus Centrality, and Leader Consensus Emergence in Groups and Organizations: A Multilevel Approach*. Invited Colloquium (Prof. G. Thomas), Surrey Business School, University of Surrey, Guildford, UK.
6. Lang, J. W. B. (2013, November). *A dynamic Thurstonian Item-Response Theory of Motive Expression in the Picture Story Exercise: Solving the PSE Reliability Paradox*. Invited Colloquium for the Psychometrics of Implicit Motive Measures Network of the German Research Association, Jena, Germany.
5. Lang, J. W. B. (2013, February). *Using Implicit Motive Measures to Understand Performance at Work*. Invited Colloquium (Prof. H. Kehr), Department of Psychology, Technical University Munich, Germany.
4. Lang, J. W. B. (2011, September). *Ist der g-Faktor der Intelligenz immer der wichtigste Prädiktor von Leistung im Arbeitsleben? Theoretische und Empirische Grenzen eines "gut belegten" Zusammenhangs [Is the g-factor always the most important predictor of job performance? Theoretical and empirical boundaries of a "well-demonstrated" relationship.]* Invited opening lecture of the 7th meeting of the Work, Organizational and Business Psychology division of the Deutsche Gesellschaft für Psychologie (DGPs), Rostock, Germany.
3. Lang, J. W. B. (2011, July). *Multilevel modeling using the nlme, the lme4, and the multilevel package in R*. Invited Workshop (Prof. E. Bamberg & Prof. J. Dettmers), Work Group Work and Organizational Psychology, University of Hamburg, Hamburg, Germany.
2. Lang, J. W. B. (2011, May). *The Happy End of gmania and the Late Emergence of Hierarchical Conceptions of Intelligence in Applied Psychology?* Invited Colloquium (Prof. U. Trautwein), Center for Educational Science and Psychology, Eberhard Karl University, Tübingen, Germany.
1. Lang, J. W. B. (2007, December). *Der Zusammenhang zwischen genereller mentaler Fähigkeit und zwei Arten von Adaptionsfähigkeit an unvorhergesehene Veränderungen*. [The relationship between general mental ability and two types of adaptation to unforeseen change], Invited Colloquium (Prof. H. Holling). Wilhelms-University, Münster, Germany.

Research Funding

Mirjam Knockaert, Tom Vanacker, Sophie Manigart, Jonas W. B. Lang: The Role of Supporting Entrepreneurship Actors for Early Stage High Tech Firms, Special Research Fund, Flanders (€ 1197,240).

Jonas W. B. Lang: Consensus emergence in teams and work Groups: A longitudinal multilevel modeling approach funded by the Flemish research fund (FWO) (€ 189,400).

Jonas W. B. Lang: Thurstonian-based measurement of implicit personality characteristics in personnel selection and human resources management funded by the Special Research Fund (BOF) of Ghent University (€ 190,000).

Jonas W. B. Lang, Gjalt-Jorn Peters & Jan Corstjens: Using Competence Priming to Help Students with Cognitive Test Anxiety: Development and Evaluation of Interventions, Leading in Learning 2012 grant, Maastricht University (€ 14,920).

Editorial Service

Journal of Applied Psychology (FT50), Associate Editor, 2020–2024

Journal of Personnel Psychology, Editor-in-chief, 2020–2024

Organizational Research Methods, Associate Editor, 2017–2020

Journal of Personnel Psychology, Associate Editor, 2017–2019

Organizational Research Methods, Editorial Board Member, 2021–

Psychological Assessment, Editorial Board Member, 2015–

Human Performance, Editorial Board Member, 2015–

International Journal of Selection and Assessment, Editorial Board Member, 2018–

Zeitschrift für Arbeits- und Organisationspsychologie, Editorial Board Member, 2017–

Journal of Personnel Psychology, Editorial Board Member, 2016–2017

Journal of Applied Psychology (FT50), Editorial Board Member, 2014–2019

Journal of Applied Psychology (FT50), Principal Reviewer, 2012–2013

Ad-hoc reviewer: Organization Science, Personnel Psychology, British Journal of Social Psychology, Group and Organization Management, Journal of Management, Journal of Educational Psychology, Journal of Organizational Behavior, Journal of Occupational Health Psychology, Journal of Personality, Advances in Methods and Practices in Psychological Science, European Journal of Personality, European Journal of Psychological Assessment, European Journal of Work and Organizational Psychology, Psychological Medicine, Journal of Abnormal Psychology, Personality and Individual Differences, Journal of Managerial Psychology, Journal of Cross-Cultural Psychology, Applied Psychology: An International Review, British Journal of Educational Psychology, International Journal of Selection and Assessment, American Journal of Psychology, Gedrag en Organisatie, Motivation and Emotion, Assessment, International Journal of Psychology, German Science Foundation (DFG), Netherlands Organisation for Scientific Research (NWO), Swiss National Research Fund (SNF), Portuguese Science Foundation (Fundação para a Ciência e a Tecnologia)

Awards

Fellow of the Society of Industrial and Organizational Psychology (2023)

Winner of the 2019 Jeanneret Award for Excellence in the Study of Individual or Group Assessment from the Society of Industrial and Organizational Psychology (with P. D. Bliese & A. de Voogt; \$ 1500)

Received the 2009–2010 innovation award from the Work, Organizational, and Business Psychology section of the German Psychology Association (Deutsche Gesellschaft für Psychologie, DGPs; e 2000)

Received the Borchers Insignia for an outstanding dissertation from the Rector Magnificus of RWTH Aachen University (2007)

Supervision and Examination of PhD Students

Ongoing Supervision of PhD Students at University of Exeter:

Ky Minh Do (as co-supervisor, supervisor: I. Inceoglu), University of Exeter, 2021–

Dissertations supervised:

Guðrún Reindl, Ghent University, 2017–2022

Catherine Apers (main supervisor, co-supervisor: E. Deroos), Ghent University, 2014–2020

Julie Brückner (as co-supervisor, main supervisor: J. Bosak), Dublin City University, 2015–2020

Malte Runge, Ghent University, 2015–2019

Member of the Examination Committee:

Jan Corstjens, Ghent University (2021)

Radityo Handrito, Ghent University (2021)

Christoph Herde, Ghent University (2019)

Fien Gistelinck, Ghent University (2019)

Sarah Boone, Ghent University (2019)

Saar Van Lysebetten, Ghent University (2019)

Maarten De Schryver, Ghent University (2018)

Jasmine Vergauwe, Ghent University (2017)

External examination of PhD students:

Shambhavi Tiwari, Midway Examiner, Copenhagen University, Denmark (2022)

Rebecka Persson, Opponent, Lund University, Sweden (2022)

Brian Harman, Examiner, Dublin City University, Ireland (2016)

Anna-Sophie Ulfert, Second Evaluator, University of Giessen, Germany (2016)

Teaching Experience

InStats

Short course *Multilevel Modeling in R* (2023)

Consortium for the Advancement of Research Methods and Analysis

Short course *Introduction to Structural Equation Modeling* (2021, 2022, 2023)

University of Exeter (2019–)

Short course *Multilevel models (basic, intermediate, and advanced)* (graduate education)

Short course *Introduction to Structural Equation Modeling* (graduate education)

Ghent University (2013–2022)

H002120 *Academic skills* (required undergraduate)

H002022 *Teams and Work Motivation* (required undergraduate)

H002025 *Leadership and Multilevel Research* (required graduate)

Maastricht University (2008–2013)

WO431	<i>Safety at Work</i> (required graduate)
PSY4021	<i>Work Psychology</i> (required graduate)
WO432	<i>Human Resources Management</i> (required graduate)
PSY4024	<i>Human Performance</i> (required graduate)
PSY3344	<i>Human Behavior in Organizations</i> (elective undergraduate)
PSY3339	<i>Group Dynamics</i> (elective undergraduate)
PSY2009	<i>Research Practical</i> (required undergraduate)
PSY2022	<i>Personality and Individual Differences</i> (required undergraduate)
3.6A	<i>Psychological Assessment</i> (required undergraduate)

RWTH Aachen University (2004-2008)

M-III-S1	<i>Organizational Assessment</i> (required graduate)
BM-IV-S2	<i>Personality and Interests</i> (required undergraduate)
M-II-S	<i>Fundamentals of Psychological Assessment</i> (required undergraduate)
6.2-I	<i>Cognitive Competencies (with M. Kersting)</i> (required graduate)

University Service

Team Member, Centre for Entrepreneurship Research, Ghent University, Belgium, 2017-2022

Commission Internationalization & Erasmus Coordinator Work & Organizational Psychology, Faculty of Psychology and Educational Sciences, Ghent University, Belgium, 2013-2020

Education Commission Psychology, Faculty of Psychology and Educational Sciences, Ghent University, Belgium, 2017-2019

Resonance group international staff, Internationalization Department, Central Administration, Ghent University, Belgium, 2014-2018

Resonance group international students, Internationalization Department, Central Administration, Ghent University, Belgium, 2014-2018

Commission Scientific Research, Faculty of Psychology and Educational Sciences, Ghent University, Belgium, 2014-2016

Program Group 2nd Year Bachelor Education, Faculty of Psychology and Neuroscience, Maastricht University, Maastricht, The Netherlands, 2010-2013

Professional Activities

Delegate in the Alliance for Organizational Psychology for the European Association of Work and Organizational Psychologists (EAWOP), 2020-2024

Electronic communications Committee of the Society for Industrial and Organizational Psychology (SIOP), 2019-2020.

Committee Member, Innovation Award of the Work, Organizational, and Business Psychology section of the German Psychology Association (DGPs), 2018

Member of the Commission for the Reform of German Master Education in Work and Organizational Psychology, Work and Organizational Psychology Division of the German Society for Psychology (DGPs), Göttingen

tingen, Germany, 2016.

Professional Affiliations

Society for Industrial and Organizational Psychology (SIOP), Member (2010–2023), Fellow (2023–)
European Association of Work and Organizational Psychology (EAWOP), Full Member, 2008–
German Society for Psychology (DGPs), Full Member, 2008–
Academy of Management (AOM), Member, 2018–
Dutch-Speaking Working Community of Work and Organizational Psychology (WAOP), 2008–2024
Belgian Association for Psychological Sciences (BAPS), 2015–2022