

# MICHAEL KARDAS

## Curriculum Vitae

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## EDUCATION

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Ph.D. in Behavioral Science, University of Chicago, June 2020  
*Advisors: Nicholas Epley, Eugene Caruso, Ed O'Brien, Alex Shaw*  
*Dissertation Committee: Nicholas Epley (Chair), Ed O'Brien, Emma Levine, Boaz Keysar*  
B.A. in Psychology and Applied Mathematics, Brown University, May 2014  
*Magna cum laude; Phi Beta Kappa*

## PUBLICATIONS & MANUSCRIPTS

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### Published & In Press

- Epley, N., Kardas, M., Zhao, X., Atir, S., & Schroeder, J. (in press). Undersociality: Miscalibrated social cognition can inhibit social connection. *Trends in Cognitive Sciences*. [[PDF](#)]
- Kardas, M., Kumar, A., & Epley, N. (2022). Overly shallow?: Miscalibrated expectations create a barrier to deeper conversation. *Journal of Personality and Social Psychology*, 122(3), 367–398. <https://doi.org/10.1037/pspa0000281> [[PDF](#)]
- Kardas, M., Schroeder, J., & O'Brien, E. (2021). Keep talking: (Mis)understanding the hedonic trajectory of conversation. *Journal of Personality and Social Psychology*. Advance online publication. [[PDF](#)]
- Epley, N., & Kardas, M. (2020). Understanding the minds of others: Activation, application, and accuracy of mind perception. In P. A. M. Van Lange, E. T. Higgins, & A. W. Kruglanski (Eds.), *Social Psychology: Handbook of Basic Principles* (3rd ed., pp. 164–180). New York: Guilford. [[PDF](#)]
- Kardas, M., Shaw, A., & Caruso, E. M. (2018). How to give away your cake and eat it too: Relinquishing control prompts reciprocal generosity. *Journal of Personality and Social Psychology*, 115(6), 1054–1074. <https://doi.org/10.1037/pspi0000144> [[PDF](#)]
- Kardas, M., & O'Brien, E. (2018). Easier seen than done: Merely watching others perform can foster an illusion of skill acquisition. *Psychological Science*, 29(4), 521–536. <https://doi.org/10.1177%2F0956797617740646> [[PDF](#)]
- Schroeder, J., Kardas, M., & Epley, N. (2017). The humanizing voice: Speech reveals a more thoughtful mind in the midst of disagreement. *Psychological Science*, 28(12), 1745–1762. <https://doi.org/10.1177%2F0956797617713798> [[PDF](#)]
- O'Brien, E., & Kardas, M. (2016). The implicit meaning of (my) change. *Journal of Personality and Social Psychology*, 111(6), 882–894.

<https://psycnet.apa.org/doi/10.1037/pspi0000073> [PDF]

### **Under Review**

Kardas, M., Kumar, A., & Epley, N. (2022). *Let it go: How exaggerating the reputational costs of revealing secrets discourages transparency in relationships*. Manuscript under review.

### **In Progress**

Kardas, M., & Epley, N. (2022). *It's surprisingly nice to meet you: An expectancy-value theory of people's social engagement decisions*. Manuscript in preparation.

Kardas, M., & Epley, N. (2022). *People are insensitive to social forces that lead to common ground in dialogue*. Data collection ongoing.

Wald, K., Kardas, M., & Epley, N. (2022). *Can birds of different feathers flock surprisingly well together? Expected versus actual consequences of discussing divisive viewpoints*. Data collection ongoing.

## **TALKS & PRESENTATIONS**

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### **Talks**

Kardas, M., Epley, N. (2022). People are insensitive to social forces that promote connection in conversation. Talk to be presented at the *Academy of Management Annual Meeting*, Seattle, WA.

Kardas, M., Epley, N. (2022). People are insensitive to social forces that promote connection in conversation. Talk to be presented at the *International Association for Conflict Management Annual Conference*, Ottawa, Canada.

Kardas, M., Schroeder, J., & O'Brien, E. (2022). Keep talking: (Mis)understanding the hedonic trajectory of conversation. Talk to be presented at the *Association for Psychological Science Annual Convention*, Chicago, IL.

Kardas, M., Schroeder, J., & O'Brien, E. (2022). Keep talking: (Mis)understanding the hedonic trajectory of conversation. Talk to be presented at the *Midwestern Psychological Association Conference*, Chicago, IL.

Kardas, M., Schroeder, J., & O'Brien, E. (2021). Keep talking: (Mis)understanding the hedonic trajectory of conversation. Talk presented at the *Society of Experimental Social Psychology Conference*, Santa Barbara, CA.

Kardas, M., Schroeder, J., & O'Brien, E. (2021). Keep talking: (Mis)understanding the hedonic trajectory of conversation. Talk presented at the *ISMS Marketing Science Conference*, Virtual Convention.

Kardas, M., Epley, N. (2021). People overlook social forces that lead to common ground in dialogue. Talk presented at the *Association for Psychological Science Annual Convention*, Virtual Convention.

Kardas, M., Epley, N. (2021). People overlook social forces that lead to common ground in dialogue. Talk presented at the *Midwestern Psychological Association Conference*, Virtual Convention.

Kardas, M., Schroeder, J., & O'Brien, E. (2020). Keep talking: (Mis)understanding the hedonic trajectory of conversation. Talk presented at the *Society for Judgment and Decision Making Conference*, Virtual Convention.

Kardas, M., Kumar, A., & Epley, N. (2020). Psychological barriers to opening up: Underestimating others' care and forgiveness. Talk presented at the UCSD Rady School of Management, San Diego, CA.

Kardas, M., Kumar, A., & Epley, N. (2019). Digging deeper: Why meaningful conversations are surprisingly pleasant. Talk presented at the *Kellogg-Booth Student Symposium*, Chicago, IL.

Kardas, M., Kumar, A., & Epley, N. (2019). Digging deeper: Why meaningful conversations are surprisingly pleasant. Talk presented at the *Midwestern Psychological Association Conference*, Chicago, IL.

Kardas, M., Kumar, A., & Epley, N. (2019). Digging deeper: Meaningful conversations are surprisingly pleasant. Talk presented at the *Society for Personality and Social Psychology Conference*, Portland, OR.

Kardas, M., Kumar, A., & Epley, N. (2018). Digging deeper: Meaningful conversations are surprisingly pleasant. Talk presented at the *Society for Judgment and Decision Making Conference*, New Orleans, LA.

Kardas, M., Kumar, A., & Epley, N. (2018). Exaggerating the reputational costs of revealing secrets. Talk presented at the *Academy of Management Annual Meeting*, Chicago, IL.

Kardas, M., & O'Brien, E. (2018). Easier seen than done: An illusion of skill acquisition. Talk presented at the *Behavioral Decision Research in Management Conference*, Boston, MA.

Kardas, M., Kumar, A., & Epley, N. (2018). Exaggerating the reputational costs of revealing secrets. Talk presented at the *Booth School of Business, Behavioral Science Internal Brownbag Series*, Chicago, IL.

Kardas, M., Kumar, A., & Epley, N. (2018). Exaggerating the reputational costs of revealing secrets. Talk presented at the *Kellogg-Booth Student Symposium*, Chicago, IL.

Kardas, M., Kumar, A., & Epley, N. (2018). Exaggerating the reputational costs of revealing secrets. Talk presented at the *Midwestern Psychological Association Conference*, Chicago, IL.

Kardas, M., & O'Brien, E. (2018). Easier seen than done: Merely watching others perform can foster an illusion of skill acquisition. Talk presented at the *Booth School of Business, Behavioral Science Workshop Series*, Chicago, IL.

Kardas, M., Kumar, A., & Epley, N. (2017). Exaggerating the reputational costs of revealing secrets. Talk presented at the *Booth School of Business, Behavioral Science Internal Brownbag Series*, Chicago, IL.

Kardas, M., & O'Brien, E. (2017). Empathy Gaps in Learning: Repeatedly Watching Others Perform Leads to an Illusion of Skill Acquisition. Talk presented at the *Association for Psychological Science Annual Convention*, Boston, MA.

Kardas, M., & O'Brien, E. (2017). Repeatedly watching others leads to an illusion of skill acquisition. Talk presented at the *Kellogg-Booth Student Symposium*, Chicago, IL.

Kardas, M., & O'Brien, E. (2017). Repeatedly watching others leads to an illusion of skill acquisition. Talk presented at the *Midwestern Psychological Association Conference*, Chicago, IL.

Kardas, M., & O'Brien, E. (2016). Easier seen than done: Repeatedly watching others perform leads to an illusion of skill acquisition. Talk presented at the *Society for Judgment and Decision Making Conference*, Boston, MA.

### Posters

Kardas, M., & Epley, N. (2021). People are insensitive to social forces that promote common ground in dialogue. Poster presented at the *Society for Personality and Social Psychology Conference*, Virtual Convention.

Kardas, M., Schroeder, J., & O'Brien, E. (2020). Keep talking: (Mis)understanding the hedonic trajectory of conversation. Poster presented at the *Judgment and Decision Making Pre-Conference* at the *Society for Personality and Social Psychology Conference*, New Orleans, LA.

Kardas, M., Kumar, A., & Epley, N. (2018). Digging deeper: Meaningful conversations are surprisingly pleasant. Poster presented at the *Society for Judgment and Decision Making Conference*, New Orleans, LA.

Kardas, M., Kumar, A., & Epley, N. (2018). Exaggerating the reputational costs of revealing secrets. Poster presented at the *Society for Personality and Social Psychology Conference*, Atlanta, GA.

Kardas, M., Kumar, A., & Epley, N. (2017). Exaggerating the reputational costs of revealing secrets. Poster presented at the *Society for Judgment and Decision Making Conference*, Vancouver, Canada.

Kardas, M., & O'Brien, E. (2017). Easier seen than done: People overestimate learning after repeatedly watching others perform. Poster presented at the *Association for Psychological Science Annual Convention*, Boston, MA.

Kardas, M., & O'Brien, E. (2017). Easier seen than done: Merely watching others perform leads to an illusion of skill acquisition. Poster presented at the *Society for Personality and Social Psychology Conference*, San Antonio, TX.

Kardas, M., Schroeder, J., & Epley, N. (2017). The humanizing voice: Outgroup members seem more mindful when you hear them. Poster presented at the *Psychology of Technology Pre-Conference* at the *Society for Personality and Social Psychology Conference*, San Antonio, TX.

Kardas, M., Schroeder, J., & Epley, N. (2016). The humanizing voice: Outgroup members seem more mindful when you hear them. Poster presented at the *Society for Judgment and Decision Making Conference*, Boston, MA.

Kardas, M., & O'Brien, E. (2016). The implicit meaning of change. Poster presented at the *Society for Personality and Social Psychology Conference*, San Diego, CA.

Kardas, M., & O'Brien, E. (2016). The implicit meaning of change. Poster presented at the *Midwestern Psychological Association Conference*, Chicago, IL.

Kardas, M., & O'Brien, E. (2016). The implicit meaning of change. Poster presented at the *Association for Psychological Science Annual Convention*, Chicago, IL.

### **Panel Discussions**

Panelist, Psi Chi Symposium: Success as a Graduate Student Researcher, with Colleen Cowgill, Matthew Jamnik, Thomas Nyman, Natalee Price, and W. Tang Watanasriyakul. (2018). Panel discussion presented at the *Midwestern Psychological Association Conference*, Chicago, IL.

### **Organized Symposia**

Symposium chair, New Directions in Empathy Gaps Research: Insights for Improving Learning, Social Interactions, and Wellbeing. (2017). Symposium organized at *Association for Psychological Science Annual Convention*, Boston, MA.

Symposium organizer, *Kellogg-Booth Student Symposium* (2016). Chicago, IL.

## **PROFESSIONAL SERVICE**

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### **Ad Hoc Reviewing**

*Journal of Personality and Social Psychology, Journal of Experimental Social Psychology, Self and Identity, Journal of Behavioral Decision Making, Management Science, Collabra: Psychology, Social and Personality Psychology Compass*

## **OTHER PUBLICATIONS**

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Epley, N., Kardas, M., & Kumar, A. (2021). Small talk is boring. Our research shows how you can do better. *The Washington Post*. [\[Link\]](#)

Kardas, M. (2019). How to give away your cake and eat it too. *Character & Context*. [\[Link\]](#)

Kardas, M., & O'Brien, E. (2018). Research: Watching an expert do something makes you think you can do it too. *Harvard Business Review*. [\[Link\]](#)

## **HONORS, FELLOWSHIPS, & GRANTS**

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Top Paper Award: *Can birds of different feathers flock surprisingly well together? Expected versus actual consequences of discussing divisive viewpoints* (with Kristina Wald and Nicholas Epley), International Association for Conflict Management 2020

- J. Michael Harrison Doctoral Prize, Booth School of Business 2019
- Graduate Student Paper Award: *Exaggerating the reputational costs of revealing secrets* 2018  
(with Amit Kumar and Nicholas Epley), Midwestern Psychological Association Conference
- Student Poster Award Runner-Up: *Exaggerating the reputational costs of revealing secrets* 2018  
(with Amit Kumar and Nicholas Epley), Society for Personality and Social Psychology Conference
- Graduate Student Travel Award, Society for Personality and Social Psychology 2017  
Conference
- Travel Award, Psychology of Technology Pre-Conference at Society for Personality and 2017  
Social Psychology Conference

## TEACHING & MENTORING EXPERIENCE

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### Teaching Assistantships

- Teaching Assistant, BUSF 38119: *Designing a Good Life* Fall 2017, Winter 2019  
Professor Nicholas Epley  
University of Chicago, Booth School of Business
- Teaching Assistant, BUSF 38001: *Managing in Organizations* Summer 2018, Summer 2019  
Professor Ed O'Brien  
University of Chicago, Booth School of Business

### Thesis Supervision

- Bjorn Olafsson, "The effect of affect: How mood influences social engagement," 2019  
Honors Thesis in Psychology with Nicholas Epley, University of Chicago

## ADDITIONAL CONTRIBUTIONS

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*bwrappers*: A package of wrappers and other R functions for efficiently cleaning, analyzing, and visualizing data in the behavioral sciences. Authored package and released on GitHub. [\[Link\]](#)

*Practical systems and resources for conducting research: A guide for incoming PhD students in psychology and related fields*. Developed guide for incoming PhD students. [\[Link\]](#)

## REFERENCES

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### Nicholas Epley

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### Eugene Caruso

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