Karoline STRAUSS

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Département: Management
ESSEC Business School
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Pays d'origine: Autriche

INTERETS DE RECHERCHE

bien-être au travail, proactivité, santé mentale des athlètes, Sport, thèmes de gestion

FORMATION

2010	Ph.D. en Psychologie Organisationnelle, University of Sheffield, Royaume-Uni
2006	Magistra rerum naturalium (MSc) en Psychologie, Université de Vienne, Autriche

EXPERIENCE PROFESSIONNELLE

Positions académiques principales

2018 - Présent	Professeur, ESSEC Business School, France
2015 - 2018	Professeur associée, ESSEC Business School, France
2013 - 2015	Professeur associée, Warwick Business School, Royaume-Uni
2010 - 2013	Chargée de cours (équiv. de Professeur Assistant) en Psychologie du Travail, University of Sheffield, Royaume-Uni

Autres affiliations académiques

2020 - 2024	Responsable de chaire ESSEC Sport, ESSEC Business School, France
2018 - 2027	Directrice Académique, Global BBA Dissertations, ESSEC Business School, France
2009 - 2010	Associée de Recherche, Institute of Work Psychology, University of Sheffield, Royaume-Uni

BOURSES, PRIX ET DISTINCTIONS

Prix et Distinctions

2025	Journal of Management Outstanding Reviewer 2024, Sage Publications, États-Unis
2023	Journal of Management Outstanding Reviewer Award 2023, Sage Publications, États-Unis
2022	Mediation and Dissemination of Scientific Culture Prize for 2022, CY Cergy Paris Université, France
2021	2021 Academy of Management (AOM) Best Paper Award (division MOC), Academy of Management, États-Unis

2019 Outstanding Service Award par le Academy of Management pour sa contribution en tant que Representative at Large of the Managerial and Organizational Cognition Division

Bourses

2018 Paris Seine Excellence Initiative grant, ANR Investissements d'Avenir (ANR-16-IDEX-008): Managing careers in times of change: The dynamic and adaptive nature of future work selves (€116.000), Agence Nationale pour la Recherche (ANR), France

2017 ANR-DfG Programme franco-allemand en Sciences humaines et sociales (FRAL) 2016: What hurts today may pay off tomorrow: An integrative perspective on the well-being consequences of proactive behavior at work (Responsable de la recherche français; Bourse française: €128.999), Agence Nationale pour la Recherche (ANR), France

2016 EAWOP Small Group Meeting: A cross-cultural perspective on proactive work behaviours (avec D. Fay, T. Urbach, S. Parker, & D. Den Hartog, €3500)

2014 Recherche sur : Human Fatigue in the Workplace (avec S. Payne, WMG; University of Warwick Staff Research Network, UK Engineering and Physical Sciences Research Council, Royaume-Uni

2012 ESRC National Centre for Research Methods Bursary for Training

2009 Enhancing the positive mental health of employees: The Active Workforce Initiative (Responsable de Recherche intérimaire après le départ du titulaire original de la subvention, Professeur Sharon Parker, en Janvier 2010; £83.368), British Occupational Health Research Foundation, Royaume-Uni

PUBLICATIONS

Articles

STRAUSS, K., MELL, J.N., ANSEEL, F., LOERMANS, A. et SLUSS, D. (2026). Complementarity in Future Selves: How Networks of Future-Oriented Cognitive Representations Influence Individuals' Ability to Proactively and Adaptively Manage Their Career. *Organization Science*, 37(1), pp. 90-112.

TALLURI, S.B., STRAUSS, K., NEWMAN, A. et VOIGT, J. (2025). Future work self salience: A systematic review and future research agenda. *Applied Psychology: An International Review*, 74(3), pp. e70018.

VOIGT, J. et STRAUSS, K. (2025). Let it go and embrace something new: How goal reengagement capacities moderate the effect of interacting with artificial intelligence on career optimism. *Journal of Vocational Behavior*, 161, pp. 104154.

FARRELL, J.B., FLOOD, P.C., HODGKINSON, G.P., KILROY, S., RIVKIN, W. et STRAUSS, K. (2025). The impact of positive work relationships on proactive behaviors: A multilevel study. *Applied Psychology: An International Review*, 74(5), pp. art. no. e70029.

STEPHAN, U., STRAUSS, K., GORGIEVSKI, M.J. et WACH, D. (2024). How entrepreneurs influence their employees' job satisfaction: The double-edged sword of proactive personality. *Journal of Business Research*, 74, pp. 114492.

EL MANSOURI, M., STRAUSS, K., FAY, D. et SMITH, J. (2024). The cognitive cost of going the extra mile: How striving for improvement relates to cognitive performance. *Journal of Applied Psychology*, 109(10), pp. 1592-1610.

VOIGT, J. et STRAUSS, K. (2024). How future work self salience shapes the effects of interacting with artificial intelligence. *Journal of Vocational Behavior*, 155, pp. 104054.

FAY, D., STRAUSS, K., SCHWAKE, C. et URBACH, T. (2023). Creating meaning by taking initiative: Proactive work behavior fosters work meaningfulness. *Applied Psychology: An International Review*, 72(2), pp. 506-534.

GEORGE, M., STRAUSS, K., MELL, J. et VOUGH, H. (2023). When "who I am" is under threat: Measures of threat to identity value, meanings, and enactment. *Journal of Applied Psychology*, 108(12), pp. 1952-1978.

URBACH, T., DEN HARTOG, D.N., FAY, D., PARKER, S.K. et STRAUSS, K. (2021). Cultural variations in whether, why, how, and at what cost people are proactive: A followership perspective. *Organizational Psychology Review*, 11(1), pp. 3-34.

KELLY, C.M., STRAUSS, K., ARNOLD, J. et STRIDE, C. (2020). The Relationship between Leisure Activities and Psychological Resources That Support a Sustainable Career: The Role of Leisure Seriousness and Work-Leisure Similarity. *Journal of Vocational Behavior*, 117.

CURCURUTO, M., STRAUSS, K., AXTELL, C. et GRIFFIN, M.A. (2020). Voicing for safety in the workplace: A proactive goal-regulation perspective. *Safety Science*, 131, pp. 104902.

STRAUSS, K. et PARKER, S.K. (2018). Intervening to Enhance Proactivity in Organizations: Improving the Present or Changing the Future. *Journal of Management*, 44(3), pp. 1250-1278.

RACKO, G., STRAUSS, K. et BURCHELL, B. (2017). Economics education and value change: The role of program normative homogeneity and peer influence. *Academy of Management Learning and Education*, 16(3), pp. 373-392.

STRAUSS, K., LEPOUTRE, J. et WOOD, G. (2017). Fifty Shades of Green: How Microfoundations of Sustainability Dynamic Capabilities Vary Across Organizational Contexts. *Journal of Organizational Behavior*, 38(9), pp. 1338-1355.

ROFCANIN, Y., KIEFER, T. et STRAUSS, K. (2017). What Seals the I-Deal? Exploring the Role of Employees' Behaviours and Managers' Emotions. *Journal of Occupational and Organizational Psychology*, 90(2), pp. 203-224.

STRAUSS, K., PARKER, S.K. et O'SHEA, D. (2017). When Does Proactivity Have a Cost? Motivation at Work Moderates the Effects of Proactive Work Behavior on Employee Job Strain. *Journal of Vocational Behavior*, 100, pp. 15-26.

SPYRIDONIDIS, D., CURRIE, G., HEUSINKVELD, S., STRAUSS, K. et STURDY, A. (2016). The Translation of Management Knowledge: Challenges, Contributions and New Directions. *International Journal of Management Reviews*, 18(3), pp. 231-235.

BURGESS, N., STRAUSS, K., CURRIE, G. et WOOD, G. (2015). Organizational Ambidexterity and the Hybrid Middle Manager: The Case of Patient Safety in UK Hospitals. *Human Resource Management*, 54(1), pp. 87–109.

STRAUSS, K., GRIFFIN, M.A., PARKER, S.K. et MASON, C.M. (2015). Building and sustaining proactive behaviors: The role of adaptivity and job satisfaction. *Journal of Business and Psychology*, 30(1), pp. 63-72.

STRAUSS, K., NIVEN, K., MCCLELLAND, C.R. et CHEUNG, B.K.T. (2015). Hope and optimism in the face of change: Contributions to task adaptivity. *Journal of Business and Psychology*, 30(4), pp. 733-745.

VALERO, D., HIRSCHI, A. et STRAUSS, K. (2015). Hope in Adolescent Careers: Mediating Effects of Work Motivation on Career Outcomes in Swiss Apprentices. *Journal of Career Development*, 42(5), pp. 381-395.

STRAUSS, K., GRIFFIN, M.A. et PARKER, S.K. (2012). Future Work Selves: How salient hoped-for identities motivate proactive career behaviors. *Journal of Applied Psychology*, 97(3), pp. 580-589.

PARKER, S.K., BINDL, U.K. et STRAUSS, K. (2010). Making things happen: A model of proactive motivation. Journal of Management. *Journal of Management*, 36(4), pp. 827-856.

STRAUSS, K., GRIFFIN, M.A. et RAFFERTY, A.E. (2009). Proactivity directed toward the team and organization: The role of leadership, commitment, and role-breadth self-efficacy. *British Journal of Management*, 20(3), pp. 279-291.

Chapitres d'ouvrage

STRAUSS, K. (2025). When Culture Plays a Part in Shaping Employee Proactivity. Dans: Adrián Zicari, Tom Gamble eds. *Employee Meaning and Wellbeing: The Responsible Organisation*. 1st ed. London: Routledge.

STRAUSS, K. (2025). Play Hard, Work Smart: How Leisure Can Help Your Job Performance and Career Success. Dans: Adrián Zicari, Tom Gamble eds. *Employee Meaning and Wellbeing: The Responsible Organisation*. 1st ed. London: Routledge.

STRAUSS, K. (2024). Future work selves. Dans: P. Matthijs Bal (ed.). *Elgar Encyclopedia of Organizational Psychology*. 1st ed. Cheltenham, UK: Edward Elgar Publishing Ltd, pp. 271-273.

STRAUSS, K. (2021). Future work selves in academia. Dans: Tomislav Hernaus, Matej Černe eds. *Becoming an Organizational Scholar*. 1 ed. Cheltenham, UK: Edward Elgar Publishing Ltd, pp. 95-108.

STRAUSS, K. et KELLY, C. (2017). An Identity-Based Perspective on Proactivity: Future Work Selves and Beyond. Dans: *Proactivity at Work*. 1st ed. Routledge, pp. 330-354.

ANSEEL, F., STRAUSS, K. et LIEVENS, F. (2017). How Future Work Selves Guide Feedback Seeking and Feedback Responding at Work. Dans: *The Self at Work: Fundamental Theory and Research*. 1st ed. Routledge, pp. 295-318.

STRAUSS, K. et PARKER, S.K. (2014). Effective and sustained proactivity in the workplace: A self-determination theory perspective. Dans: *The Oxford Handbook of Work Engagement, Motivation, and Self-Determination Theory*. 1st ed. Oxford University Press, pp. 50-72.

FARRELL, J. et STRAUSS, K. (2013). The people make the place, and they make things happen: Proactive behavior at work. Dans: *Relationships in organisations: A work psychology perspective*. 1st ed. Palgrave Macmillan, pp. 107-136.

Actes d'une conférence

STRAUSS, K., MELL, J., ANSEEL, F. et LOERMANS, A. (2021). Synergy and Conflict in Visions of the Future: A Network-Based Approach to Future Work Selves. Dans: *Proceedings of the 81st Annual Meeting of the Academy of Management (AOM 2021)*. Academy of Management, pp. https://doi.org/10.5465/AMBPP.2021.78.

FAY., K., SCHWAKE., K., STRAUSS, K. et URBACH, K. (2020). A Dual Pathway Model of Daily Proactive Work Behavior on Hedonic and Eudaimonic Well-Being. Dans: *2020 Academy of Management Annual Meeting*. Academy of Management.

Conférences

VOIGT, J. et STRAUSS, K. (2025). How Goal Reengagement Capacities Moderate the Effect of Interacting with AI on Career Optimism. Dans: 2025 Academy of Management Annual Conference. Copenhagen.

TSUI, H. et STRAUSS, K. (2025). Navigating contradictory expectations: Emotion regulation among female leaders. Dans: 2025 Academy of Management Annual Conference. Copenhagen.

STRAUSS, K. et ANSEEL, F. (2022). Capturing Identity Dynamics: A Network-Based Approach to Identity Construction Processes. Dans: 2022 Academy of Management Annual Meeting. Seattle.

GEORGE, M., STRAUSS, K., MELL, J. et VOUGH, H. (2021). Development and validation of an identity threat scale. Dans: 2021 Academy of Management Annual Meeting. Online.

STRAUSS, K., LOERMANS, A., MELL, J. et ANSEEL, F. (2020). Coherence and Plurality in Visions of the Future: A Network-Based Approach to Future Work Selves. Dans: 2020 Academy of Management Careers Division Community Conference - Careers in Context: Theorizing in and about Turbulent Times.

STRAUSS, K., ROCKMAN, K. et GEORGE, K. (2020). Boundary Crossing and Cognitive Processing: How the Self Left at Home Influences Expatriate. Dans: 2020 Academy of Management Annual Meeting.

EL MANSOURI, M., STRAUSS, K., FAY, K. et SMITH., K. (2020). The Impact of Daily Individual Proactive Behavior on Working Memory Performance. Dans: 2020 Academy of Management Annual Meeting.

STRAUSS, K., LOERMANS, A., MELL, J. et ANSEEL, F. (2019). Future Work selves as Dynamic Networks of future-oriented self-representations. Dans: 2019 Academy of Management Annual Meeting.

GEORGE, M. et STRAUSS, K. (2019). The Self Left at Home: How Hypothetical Home Selves Influence Expatriates. Dans: 19th European Association for Word and Organizational Psychology (EAWOP) Congress 2019.

KELLY, C., STRAUSS, K. et ARNOLD, J. (2018). The Role of Serious Leisure in Creating Ressources for a Substainable Career. Dans: 78th Academy of Management Annual Meeting.

GEORGE, M. et STRAUSS, K. (2018). The Self Left at Home: How Hypothetical Home Selves Influence Expatriates. Dans: 78th Academy of Management Annual Meeting.

GEORGE, M. et STRAUSS, K. (2017). The Self Left at Home: How Hypothetical Home Selves Influence Expatriates. Dans: 2017 Academy of Management Meeting.

STRAUSS, K., KELLY, C. et ARNOLD, J. (2017). Work Hard, Play Hard: Examining the Enriching Effects of Serious Leisure on Daily Work Performance. Dans: 2017 Academy of Management Meeting.

UTE, S., STRAUSS, K., WACH, D. et GORGIEVSKI, M. (2016). How Entrepreneurs Influence Employees' Job Satisfaction: The Doubleedged Sword of Proactivity. Dans: 2016 Academy of Management Annual Meeting.

BAGASH, A., STRAUSS, K. et EUBANKS, D.L. (2016). Leader Identity Threat and the Interplay of Employee Work Behaviors and Gender. Dans: 2016 Academy of Management Annual Meeting.

KELLY, C.M., STRAUSS, K. et ARNOLD, J. (2015). A “Serious” Perspective on Leisure-Work Enrichment A “Serious” Perspective on Leisure-Work Enrichmen A “Serious” Perspective on Leisure-Work Enrichment. Dans: 2015 Academy of Management Annual Meeting.

URI, C., STRAUSS, K. et AXTELL, C. (2015). How Leaders Stimulate Day-level Proactivity: Effects of Need Satisfaction and Job Complexity. Dans: 2015 Academy of Management Annual Meeting.

ROFCANIN, Y., KIEFER, T. et STRAUSS, K. (2015). Sealing the Deal: The Role of Employee Motives and Leader Emotions. Dans: 2015 Academy of Management Annual Meeting.

ROFCANIN, Y., KIEFER, T. et STRAUSS, K. (2014). How i-deals build resources to facilitate reciprocation: The mediating role of positive affective states in the relationship between i-deals and supervisor-rated outcomes. Dans: Academy of Management Annual Meeting. Philadelphia.

STRAUSS, K. et PARKER, S.K. (2014). Making my desired future happen: A future work self intervention to enhance proactive behavior at work. Dans: Academy of Management Annual Meeting. Philadelphia.

VAN DEN BROECK, A., STRAUSS, K. et VANBELLE, E. (2013). How proactive employees engage in job crafting and improve their engagement: The role of affect. Dans: Academy of Management Annual Meeting. Lake Buena Vista.

CURUCUTO, M., STRAUSS, K. et AXTELL, C. (2013). Proactivity in occupational safety: A goal regulation perspective. Dans: Academy of Management Annual Meeting. Lake Buena Vista.

STRAUSS, K., PARKER, S.K. et O'SHEA, D. (2013). The personal cost of proactive behavior: Moderating effects of controlled motivation. Dans: Academy of Management Annual Meeting. Lake Buena Vista.

STRAUSS, K. (2012). A self-concordance perspective on proactivity in organizations. Dans: Academy of Management Annual Meeting. Boston.

STRAUSS, K. (2012). Ideal and feared future work selves: Implications for feedback seeking and feedback monitoring. Dans: Academy of Management Annual Meeting. Boston.

STRAUSS, K. et PARKER, S.K. (2012). Intervening to enhance eudaimonic well-being in the workplace: The Active Workforce Initiative. Dans: Academy of Management Annual Meeting. Boston.

STRAUSS, K. et PARKER, S.K. (2010). Anticipation and identity: Future selves as a source of proactive goals. Dans: Academy of Management Annual Meeting. Chicago.

STRAUSS, K. et HERSHCOVIS, S. (2010). Ideal and feared future work selves: The influence of hope on future-oriented identities. Dans: Academy of Management Annual Meeting. Montreal.

STRAUSS, K., GRIFFIN, M.A. et PARKER, S.K. (2010). Motivating proactive behavior to achieve a sustainable career: The power of the future work self. Dans: Academy of Management Annual Meeting. Chicago.

Presse

STRAUSS, K. (2023). Death by a Thousand Paper Cuts: How Subtle Workplace Discrimination Can Undermine Our Sense of Self. *ESSEC Knowledge*.

STRAUSS, K. (2021). All That Glitters Is Not a Gold Medal: Putting Athletes’ Mental Health in the Spotlight. *ESSEC Knowledge*.

AUTRES ACTIVITES DE RECHERCHE

Membre d'un comité de lecture

Depuis 2026 Wiley

2017 - 2020 Journal of Occupational and Organizational Psychology

Depuis 2017 British Journal of Management

Depuis 2017 Journal of Management

Depuis 2016 Journal of Applied Psychology

Relecteur pour :

Current Directions in Psychological Science, Human Relations, Human Resource Management, Journal of Management Studies, Journal of Organizational Behavior, Leadership Quarterly, Organization Science

Affiliations

2017 - 2019 Réprésentante, Managerial and Organizational Cognition Division, Academy of Management

Depuis 2019 Membre de l'European Association of Work and Organizational Psychology

Depuis 2013 Membre académique du UK Chartered Institute of Personnel and Development

Depuis 2008 Membre de l'Academy of Management

Supervision de thèses / HDR

2021 Mailys George (ESSEC Business School), Directeur de thèse

2020 Sheldon Carvalho (ESSEC Business School), Directeur de thèse

2019 Sabra KHAJEHNEJAD (ESSEC Business School), Co-directeur de thèse, Premier Poste : Assistant Professor - KU Leuven

2017 Ciara Kelly (University of Sheffield), Directeur de thèse, Premier Poste : Lecturer (equiv. to Ass. Prof.) at Loughborough University, UK

2017 Asma Bagash (University of Warwick), Directeur de thèse, Premier Poste : now in industry

2016 Yasin Rofcanin (University of Warwick), Directeur de thèse, Premier Poste : Reader (equivalent to Associate Professor) at University of Bath Business School, UK

Mouna El Mansouri (ESSEC Business School), Directeur de thèse

Autres activités de recherche

2012 - 2013 Présidente du Comité Scientifique du IWP International Conference on Work, Well-being and Performance de 2012

Depuis 1982 Relectrice pour l'Economic and Social Research Council and the British Academy (UK)

Depuis 1982 Relectrice pour le Research Foundation Flanders – FWO (Belgique),

Depuis 1982 Relectrice pour le Research Grants Council de Hong Kong