Karoline STRAUSS

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RESEARCH INTERESTS

athlete mental health, management topics, proactivity, Sport, workplace well-being

EDUCATION

2010	Ph.D. in Organizational Psychology, University of Sheffield, United Kingdom
2006	Magistra rerum naturalium (MSc) in Psychology, University of Vienna, Austria

EMPLOYMENT

Full-time academic positions

2018 - Present	Professor, ESSEC Business School, France
2015 - 2018	Associate Professor, ESSEC Business School, France
2013 - 2015	Associate Professor in Organisational Behaviour, Warwick Business School, United Kingdom
2010 - 2013	Lecturer (equiv. of Assistant Professor) in Work Psychology, University of Sheffield, United Kingdom

Other affiliations and appointments

2020 - 2024	Chaired Professor ESSEC Sport, ESSEC Business School, France
2018 - 2027	Academic Director, Global BBA Dissertations, ESSEC Business School, France
2009 - 2010	Research Associate, Institute of Work Psychology, University of Sheffield, United Kingdom

GRANTS AND HONORS

Awards and Honors

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

of Management, United States of America

2019 Outstanding Service Award from the Academy of Management for her service as Representative at Large of the Managerial and Organizational Cognition Division, August 2019.

Grants

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 (French Principal Investigator; French funding: €128.999), Agence Nationale pour la Recherche (ANR), France

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

2014 Research in Human Fatigue in the Workplace (w. S. Payne, WMG; University of Warwick Staff Research Network), UK Engineering and Physical Sciences Research Council, United Kingdom

2012 ESRC National Centre for Research Methods Bursary for Training

2009 Enhancing the positive mental health of employees: The Active Workforce Initiative (acting Principal Investigator after departure of the original grant holder, Professor Sharon Parker, in January 2010; £83.368), British Occupational Health Research Foundation, United Kingdom

PUBLICATIONS

Journal Articles

STRAUSS, K., MELL, J.N., ANSEEL, F., LOERMANS, A. and 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. and 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. and 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. and 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. and 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. and 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. and 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. and 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. and 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. and 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. and 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. and GRIFFIN, M.A. (2020). Voicing for safety in the workplace: A proactive goal-regulation perspective. *Safety Science*, 131, pp. 104902.

STRAUSS, K. and 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. and 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. and 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. and 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. and 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. and 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. and 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. and 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. and 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. and 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. and 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. and 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. and 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.

Book chapters

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

STRAUSS, K. (2024). Future work selves. In: 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. In: Tomislav Hernaus, Matej Černe eds. *Becoming an Organizational Scholar*. 1 ed. Cheltenham, UK: Edward Elgar Publishing Ltd, pp. 95-108.

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

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

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

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

Conference proceedings

STRAUSS, K., MELL, J., ANSEEL, F. and LOERMANS, A. (2021). Synergy and Conflict in Visions of the Future: A Network-Based Approach to Future Work Selves. In: *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. and URBACH, K. (2020). A Dual Pathway Model of Daily Proactive Work Behavior on Hedonic and Eudaimonic Well-Being. In: *2020 Academy of Management Annual Meeting*. Academy of Management.

Conferences

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ROFCANIN, Y., KIEFER, T. and 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. In: Academy of Management Annual Meeting. Philadelphia.

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

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

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

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

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

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

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

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

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

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

Press

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*.

OTHER RESEARCH ACTIVITIES

Editorial Board Membership

Since 2026	Wiley
2017 - 2020	Journal of Occupational and Organizational Psychology
Since 2017	British Journal of Management
Since 2017	Journal of Management
Since 2016	Journal of Applied Psychology

Ad-hoc reviewer for :

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	Representative-at-large, Managerial and Organizational Cognition Division, Academy of Management
Since 2019	Member of the European Association of Work and Organizational Psychology
Since 2013	Academic Member of the UK Chartered Institute of Personnel and Development
Since 2008	Member of the Academy of Management

PhD Supervision

2021	Mailys George (ESSEC Business School), Thesis director
2020	Sheldon Carvalho (ESSEC Business School), Thesis director
2019	Sabra KHAJEHNEJAD (ESSEC Business School), Thesis co-director, First Placement: Assistant Professor - KU Leuven
2017	Ciara Kelly (University of Sheffield), Thesis director, First Placement: Lecturer (equiv. to Ass. Prof.) at Loughborough University, UK
2017	Asma Bagash (University of Warwick), Thesis director, First Placement: now in industry
2016	Yasin Rofcanin (University of Warwick), Thesis director, First Placement: Reader (equivalent to Associate Professor) at University of Bath Business School, UK
	Mouna El Mansouri (ESSEC Business School), Thesis director

Other research activities

2012 - 2013	Chair of the Scientific Committee of the 2012 IWP International Conference on Work, Well-being and Performance
Since 1982	Ad-hoc reviewer for the Economic and Social Research Council and the British Academy (UK)
Since 1982	Ad-hoc reviewer for the Research Foundation Flanders – FWO (Belgium),
Since 1982	Ad-hoc reviewer for Research Grants Council of Hong Kong