

Christina M. Bradley

Department of Management & Organizations
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EDUCATION

University of Michigan, Stephen M. Ross School of Business

Expected May 2026

Ph.D., Management and Organizations

Dissertation Title: *Talking About Emotions Across Ranks: How, When, and Why it Improves Team Performance*

**Dissertation Received the OB Division's Nomination for the Academy of Management William H. Newman Award (2024 & 2025) - [finalist](#) for award in 2025*

**Dissertation Proposal is Recipient of the University of Michigan's Rackham Predoctoral Fellowship*

Dissertation Committee: Lindy Greer (Chair), Jeffrey Sanchez-Burks, Ethan Kross, Jim Westphal, Michael Parke (Wharton)

Yale University

B.S., Psychology

RESEARCH INTERESTS

My research focuses on 1) how individuals respond to the emotions of others as well as 2) how individuals express emotions in ways that enhance individual, relational, and team effectiveness. I am especially interested in how we can better understand emotion responding and expressions in challenging situations, such as conflict and hierarchy.

PUBLICATIONS

Bradley, C. M., Greer, L. L., Trinh, E., & Sanchez-Burks, J. (2024). Responding to the Emotions of Others at Work: A Review and Integrative Theoretical Framework for the Effects of Emotion-Response Strategies on Work-Related Outcomes. *Academy of Management Annals*, 18(1), 3-43. [Link](#)

**Featured in a showcase symposium at the Academy of Management organized by authors (2023)*

**Featured in Harvard Business Review Magazine*

INVITED FOR REVISION

Bradley, C. M., & Greer, L.L. [Title redacted for blind review. Topic: Acknowledging Leader Emotions]. Conditionally Accepted at *Organizational Behavior and Human Decision Processes*

**[Finalist](#) for the Academy of Management William H. Newman Dissertation Award (2025)*

**Winner of Best Student Paper Award, Academy of Management Conflict Management (CM) Division (2023)*

**Featured as a best conference article in the Academy of Management Proceedings (2025)*

Bradley, C. M., Wolf, E.B., & Greer, L.L. [Title redacted for blind review. Topic: Acknowledging Team Emotions]. 2nd Round Revise and Resubmit at *Organization Science*

**Academy of Management Organizational Behavior (OB) Division Nomination for the William H. Newman Dissertation Award (2024)*

IN PREPARATION FOR SUBMISSION AND IN PROGRESS

Greer, L.L., Van Kleef, G., De Hoogh, A., & **Bradley, C. M.** Leader emotional unpredictability. (In preparation to submit to the *Academy of Management Journal*)

**Featured as a best conference article in the Academy of Management Proceedings*

**Best Conference Paper, Israel Organizational Behavior Conference*

Bradley, C. M. & Van Kleef, G., Leader emotional explanation. *Data collection.*

Bradley, C. M. & Klein, N. The effects of expressed emotions on curiosity during conflict. *Data collection.*

Simon, G., Parke, M., & **Bradley, C. M.** Barriers for leaders providing emotional support. *Data collection.*

Bradley, C. M. & Sanchez-Burks, J. The wabi-sabi paradox: Expressing emotional complexity improves quantity and quality of feedback when presenting early-stage ideas. *Data collection.*

Bradley, C. M., Detert, L., & Mayer, D. M. Words of wellbeing: Gender incongruence and wellbeing programs. *Data collection.*

Chicas, H., **Bradley, C. M.**, & Christian, M. Leaders with imposter thoughts are susceptible to emotional contagion. *Data collection.*

POPULAR PRESS PUBLICATIONS AND PODCASTS APPEARANCES

Bradley, C. M., Greer, L. L., & Sanchez-Burks, J. (2024). How to Respond to the Emotions of Others at Work. *Harvard Business Review Magazine*. [Link](#)

**Invited to talk about article with Harvard Business Review's podcast, IdeaCast. [Link](#)*

Sanchez-Burks, J., **Bradley, C. M.**, & Greer, L. L. (2021). How Leaders Can Optimize Their Teams' Emotional Landscapes. *MIT Sloan Management Review*. [Link](#)

Seppala, E., & **Bradley, C. M.**, & Goldstein, M. R. (2020). Why Breathing is So Effective at Reducing Stress. *Harvard Business Review*. [Link](#)

Seppala, E., & **Bradley, C. M.** (2019). Handling Negative Emotions in a Way that's Good for Your Team. *Harvard Business Review*. [Link](#)

Seppala, E., & **Bradley, C. M.** (2018). When You and Your Friend Both Want the Same Promotion. *Harvard Business Review*. [Link](#)

AWARDS AND FELLOWSHIPS

- [Finalist](#) for the William H. Newman Award by Academy of Management (2025). *One of five finalists.*

- **Dissertation Nominated for the William H. Newman Award by Academy of Management Organizational Behavior (OB) Division (2024 & 2025).** *Each division can only nominate one paper.*
- **Best Reviewer Award Academy of Management Organizational Behavior (OB) Division (2024)**
- **Rackham Predoctoral Fellowship, University of Michigan (2024-2025).** *University-wide dissertation award for students who are working toward completion of an outstanding dissertation. One of only four students nominated from Ross.*
- **Best Student Paper Award, Academy of Management Conflict Management (CM) Division (2023),** *Awarded to one student in the Conflict Management Division.*
- **Stark Fellow, University of Michigan, Ross Business School (2023 & 2024),** *Nominated by Ross Management & Organization's department to a student who displays academic excellence.*
- **Leabo Fellow, University of Michigan, Ross Business School (2023),** *Nominated by Ross Doctoral Studies Committee to a student who displays a love of teaching and academic excellence.*

INVITED RESEARCH TALKS

Carnegie Mellon University, Tepper School of Business	2025
University of Tennessee, Knoxville, Haslam College of Business	2025
Boston College, Carroll School of Management	2025
University of Washington, Foster School of Business	2025
Tulane University, Freeman School of Business, Management Department	2025
Georgia Tech, Scheller College of Business	2025
University of Arkansas, Fayetteville, Sam M. Walton College of Business	2025
Rice University, Jones Graduate School of Business	2024
Harvard University, Harvard Business School (Organizational Behavior Department)	2024
University of Texas at Austin, McCombs School of Business	2024

OTHER INVITED TALKS

Leadership Development Program, Negotiations Training, University of Michigan, Department of Radiology	2025
Michigan ITS Internship Program, Invited Guest Lecture	2025
University of Michigan Medical School, Teamwork in Healthcare, Invited Guest Lecture	2024
University of Michigan, Foundations in Leadership Class, Invited Guest Lecture	2024
University of Michigan, Center for Positive Organizations, Adderley Research Incubator	2023
University of California, Riverside, Management Department, Department Seminar	2023
Duke University, Management Department, Department Seminar	2022
International Association for Conflict Management (IACM) Virtual Seminar Series	2022
University of Michigan Ross, Management & Organization, Department Seminar	2022
University of Michigan, Social Psychology Department, Department Seminar	2021
Rotterdam School of Management, Management Department, Research Presentation	2021
University of Michigan, Self-Control Lab led by Ethan Kross, Research Presentation	2020
University of Michigan Ross, Management & Organization, Department Seminar	2020
University of Michigan Ross, Center for Positive Organizations, Invited Guest Lecture	2020

ORGANIZED CONFERENCE SYMPOSIA

Bradley, C., & Greer, L. (2024). *Talking About Our Own Emotions and the Emotions of Others at Work.* Organized presenter symposium at the Academy of Management Annual Meeting, Organizational Behavior Division, Conflict Management Division, and Managerial Cognition Division, Boston, MA.

Speakers: Christina Bradley, Yajun Cao, Emily Hsu, Olivia Jurkiewicz, Jeremy Yip, Stéphane Côté (Discussant)

Bradley, C., Simon, G., Greer, L., & Parke, M. (2023). *Responding to the Emotions of Others at Work: Causes and Consequences.* Organized presenter symposium at the Academy of Management Annual Meeting, Organizational Behavior Division, Conflict Management Division, and Managerial Cognition Division, Boston, MA.

Speakers: Christina Bradley, Grace Simon, Jacob Levitt, Nadav Klein, Niranjana Janardhanan, Gerben van Kleef (Discussant)

**Selected as a Showcase Symposium*

Trinh, E., & Bradley, C. (2023). *From Ideation to Publication: Dissertation Journeys of Recent PhD Graduates.* Organized panel symposium at the Academy of Management Annual Meeting, Organizational Behavior Division, Organization and Management Theory, and Managerial Cognition Division, Boston, MA.

Speakers: Giselle Antoine, Constantinos Coutifaris, Kylie Jiwon Hwang, Rebecca Ponce de Leon, Melanie Prengler, Basima Tewfik

Bradley, C., Greer, L.L., & Yu, A. (2021). *Should We Talk about our Feelings?: New Perspectives on Verbal Communication About Emotions at Work.* Organized presenter symposium at the Academy of Management Annual Meeting, Organizational Behavior Division, Conflict Management Division, and Managerial Cognition Division, Virtual. [Link](#)

Speakers: Christina Bradley, Jeremy Yip, Cashier Belinda, Gerben van Kleef, Elizabeth Baily Wolf, Hillary Anger Elfenbein, (Discussant)

CONFERENCE PRESENTATIONS

Bradley, C., Wolf, E.B., & Greer, L.L., (2025). *Getting to the Heart of Conflict: How Leader Emotional Acknowledgment During Task Conflict Focuses Discussions and Improves Team Performance.* Paper presentation at the Academy of Management Annual Meeting, Organizational Behavior Division, Conflict Management Division, and Managerial Cognition Division, Copenhagen, Denmark.

Bradley, C., & Greer, L.L. (2025). *Hey Boss! Are you okay? The team performance benefits of followers acknowledging their leader's emotions.* Paper presentation at the Academy of Management Annual Meeting, Organizational Behavior Division, Conflict Management Division, and Managerial Cognition Division, Copenhagen, Denmark.

Bradley, C., & Van Kleef, G. (2025). *Leader emotional ascription.* Presentation in presenter symposium at the Academy of Management Annual Meeting, Organizational Behavior Division and Managerial Cognition Division, Copenhagen, Denmark.

Bradley, C., & Greer, L.L. (2025). *Hey Boss! Are you okay? The team performance benefits of followers acknowledging their leader's emotions.* New Directions in Leadership Conference, Ann Arbor, MI.

- Bradley, C., & Greer, L.L. (2025).** *Hey Boss! Are you okay? The team performance benefits of followers acknowledging their leader's emotions.* Positive Organizational Scholarship Research Conference, Ann Arbor, MI.
- Bradley, C., Wolf, E.B., & Greer, L.L., (2025).** *Getting to the Heart of Conflict: How Leader Emotional Acknowledgment During Task Conflict Focuses Discussions and Improves Team Performance.* Paper presentation at the Positive Organizational Scholarship Research Conference, Ann Arbor, MI.
- Bradley, C., & Greer, L.L. (2025).** *Hey Boss! Are you okay? The team performance benefits of followers acknowledging their leader's emotions.* Paper presentation at the East Coast Doctoral Student Conference, NYC, NY.
- Bradley, C., Wolf, E.B., & Greer, L.L., (2024).** *Getting to the Heart of Conflict: How Leader Emotional Acknowledgment During Task Conflict Focuses Discussions and Improves Team Performance.* Paper presentation at the Academy of Management Annual Meeting, Organizational Behavior Division, Chicago, IL.
- Bradley, C., & Klein, N. (2024).** *Emotion Elicits Curiosity During Conflict.* Presentation in presenter symposium at the Academy of Management Annual Meeting, Organizational Behavior Division, Conflict Management Division, and Human Resources Division, Chicago, IL.
- Bradley, C., & Van Kleef, G. (2024).** *Leader emotional ascription.* Paper presentation at the Academy of Management Annual Meeting, Organizational Behavior Division, Conflict Management Division, and Managerial Cognition Division, Chicago, IL.
- Bradley, C., Wolf, E.B., & Greer, L.L., (2024).** *Getting to the Heart of Conflict: How Leader Emotional Acknowledgment During Task Conflict Focuses Discussions and Improves Team Performance.* Paper presentation at the East Coast Doctoral Student Conference, NYC, NY.
- Bradley, C., & Greer, L.L. (2024).** *Hey Boss! Are you okay? The team performance benefits of followers acknowledging their leader's emotions.* Paper presentation at the Society for Personality and Social Psychology Conference, San Diego, CA.
- Bradley, C., Wolf, E.B., & Greer, L.L., (2024).** *Getting to the Heart of Conflict: How Leader Emotional Acknowledgment During Task Conflict Focuses Discussions and Improves Team Performance.* Poster at the Society for Personality and Social Psychology Conference, San Diego, CA.
- Bradley, C. & Greer, L.L. (2023).** *Hey Boss! Are you okay? The team performance benefits of followers acknowledging their leader's emotions.* Paper presentation at the Academy of Management Annual Meeting, Conflict Management Division, Boston, MA.
- Bradley, C. Greer, L.L., Trinh, E., & Sanchez-Burks, J. (2023).** *Responding to the Emotions of Others at Work: A Review and Integrative Theoretical Framework for the Effects of Emotion-Response Strategies on Work-Related Outcomes.* Presentation in presenter symposium at the Academy of Management Annual Meeting, Organizational Behavior Division, Conflict Management Division, and Managerial Cognition Division, Boston, MA.
- Bradley, C., Greer, L.L., Trinh, E., & Sanchez-Burks, J. (2023).** *Responding to the Emotions of Others at Work: A Review and Integrative Theoretical Framework for the Effects of Emotion-Response*

Strategies on Work-Related Outcomes. Paper presentation at the East Coast Doctoral Student Conference, NYC, NY.

Bradley, C. & Greer, L.L. (2023). *Hey Boss! Are you okay? The team performance benefits of followers acknowledging their leader's emotions*. Presentation at the Emotions Preconference, Society for Personality and Social Psychology Conference, Atlanta, GA.

Bradley, C., Greer, L.L., Trinh, E., & Sanchez-Burks, J. (2023). *Responding to the Emotions of Others at Work: A Review and Integrative Theoretical Framework for the Effects of Emotion-Response Strategies on Work-Related Outcomes*. Poster at the Society for Personality and Social Psychology Conference, Atlanta, GA.

Bradley, C. & Greer, L.L. (2022). *Hey Boss! Are you okay? The team performance benefits of followers acknowledging their leader's emotions*. Presentation at the Positive Organizational Scholarship Conference, Ann Arbor, MI.

Bradley, C., Greer, L.L., Trinh, E., & Sanchez-Burks, J. (2022). *Responding to the Emotions of Others at Work: A Review and Integrative Theoretical Framework for the Effects of Emotion-Response Strategies on Work-Related Outcomes*. Presentation at the Lehigh University Ambivalence Conference, Bethlehem, PA .

Bradley, C. & Greer, L.L. (2022). *Hey Boss! Are you okay? The team performance benefits of followers acknowledging their leader's emotions*. Presentation at the East Coast Doctoral Student Conference, Virtual.

Bradley, C. & Greer, L.L. (2022). *Hey Boss! Are you okay? The team performance benefits of followers acknowledging their leader's emotions*.. Poster presentation given at the Society for Personality and Social Psychology, Virtual.

Bradley, C. & Greer, L.L. (2021). *Hey Boss! Are you okay? The team performance benefits of followers acknowledging their leader's emotions*. Presentation in presenter symposium at the Academy of Management Annual Meeting, Organizational Behavior Division, Conflict Management Division, and Managerial Cognition Division, Virtual

Bradley, C., McGarry, J., & Hoffmann, J. (2019). *A person-centered approach to measuring school climate: Capturing between- and within- school variability in student experiences*. Poster Session at the Society for Research in Child Development, Baltimore, MD.

Bradley, C., Seppala, E., & Brackett, M. (2018). *Impacts of three undergraduate mental health prevention programs: A randomized controlled trial*. Poster Session at the American Psychological Association Convention, San Francisco, CA.

TEACHING EXPERIENCE

Sole Instructor

Weekend MBA 612 Bargaining & Influence Skills: Negotiating Strategy in a Global Economy
(Spring/Summer Semester 2023, 2024, 2025)

University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI

Taught Weekend MBA course (2023: 32 students, 2024: 35 students, 2025: 30 students)

Instructor Ratings: 4.6/5.0 (2023), 4.7/5.0 (2024), 4.7/5.0 (2025)

MO 300 Behavioral Theories in Management (Fall Semester 2021)

University of Michigan, Stephen M. Ross School of Business, Ann Arbor, MI

Taught semester-long core undergraduate BBA course (78 undergraduates)

Instructor Rating: 4.9/5.0

**Winner of the Thomas W. Leabo Memorial Award for Academic and Teaching Excellence, Ross School of Business 2020-21 (recognizes top 1-2 student instructors in Ross)*

Teaching Assistantships

Negotiation Strategy, Full-time MBA, with Professor Sanchez-Burks	2022-2024
Leading Organizational Change, Executive MBA, with Professor Sanchez-Burks	2020-2024
Leading People and Organizations, Full-time MBA, with Professor Dave Mayer	2019
Human Behavior and Organizations: Managing for Excellence in Work Organizations, Full-time MBA with Professor Wayne Baker	2019

GRANTS

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- **Rackham Predoctoral Fellowship**
 - **Rackham Graduate Student Research Grant** (\$3,000) to conduct research related to dissertation
 - **Ross Research Grant** (\$4,000) to conduct research related to dissertation
 - **Rackham Travel Award, Ross Business School (2019-2025)**
 - **Charles P. Howland Fellowship for Public Service Research Grant, Yale University (2016-2017)**, Total Amount: \$11,000, *Awarded to conduct 8 months of research on emotional intelligence in schools*

STUDENT AFFILIATION, MEMBERSHIPS, AND PROFESSIONAL SERVICE

Reviewer:

Organizational Psychology Review

Association Membership:

Academy of Management (AoM)

Society of Personality and Social Psychology (SPSP)

Service and Committees:

Invited Chair, AoM Conflict Management Division Best Student Paper Award Selection Committee (2024)

Reviewer, Academy of Management Conference Organizational Behavior Division (2023-2025)

Invited member, Ross School of Business Pre-Doctoral Student Task-Force (2022)

Member, Positive Organizational Scholarship Research Conference Planning Committee (2022)

Member, Ross Management Department Culture Committee (2021-2025)

Member, Ross Management Department Retreat Committee (2021-2024)

Member, Ross Management Department Doctoral Recruiting Committee (2019-2020)

Member, Center for Positive Organizations (2019-present)

PRE-DOCTORAL ACADEMIC PUBLICATIONS

- Cordaro, D.T., Bai, Y., **Bradley, C.M.**, Zhu, F., Han, R., Keltner, D., Gatchpazian, A., & Zhao, Y. (2024). Contentment and Self-acceptance: Wellbeing Beyond Happiness. *Journal of Happiness Studies* 25, 15. [Link](#)
- Gómez-Leal, R., Holzer, A. A., **Bradley, C. M.**, Fernández-Berrocal, P., & Patti, J. (2022). The relationship between emotional intelligence and leadership in school leaders: a systematic review. *Cambridge Journal of Education*, 52(1), 1-21. [Link](#)
- Hoffmann, J. D., Baumsteiger, R., Seibyl, J., Hills, E., **Bradley, C. M.**, Cipriano, C., & Brackett, M. A. (2022). Building useful, web-based educational assessment tools for students, with students: a demonstration with the school climate walkthrough. *Assessment in Education: Principles, Policy & Practice*, 1-26. [Link](#)
- Cislo, C., Clingan, C., Gilley, K., Rozwadowski, M., Gainsburg, I., **Bradley, C. M.**, ... & Choi, S. W. (2021). Monitoring Beliefs and Physiological Measures Using Wearable Sensors and Smartphone Technology Among Students at Risk of COVID-19: Protocol for a mHealth Study. *JMIR Research Protocols*, 10(6), e29561. [Link](#)
- Cordaro, D. T., **Bradley, C. M.**, Zhang, J. W., Zhu, F., & Han, R. (2021). The development of the positive emotion assessment of contentment experience (peace) scale. *Journal of Happiness Studies*, 22(4), 1769-1790. [Link](#)
- Seppälä, E. M., **Bradley, C. M.**, Moeller, J., Harouni, L., Nandamudi, D., & Brackett, M. A. (2020). Promoting mental health and psychological thriving in university students: a randomized controlled trial of three well-being interventions. *Frontiers in Psychiatry*, 11, 590. [Link](#)
- Bradley, C. M.**, & Cordaro, D. T. (2020). Impacts of the four pillars of wellbeing curriculum: A 3-year pilot study. *Translational Issues in Psychological Science*, 6(4), 404. [Link](#)
- Bradley, C. M.**, Cordaro, D.T., Zhu, F., Vildostegui, M., Han, R., Brackett, M., & Jones, J. (2018). Supporting improvements in classroom climate for students and teachers with the four pillars of wellbeing curriculum. *Translational Issues in Psychological Science*, 4(3), 245. [Link](#)

PRE-DOCTORAL PROFESSIONAL EXPERIENCE

- 2017-2019 **Postgraduate Research Associate**, *The Yale Center for Emotional Intelligence, New Haven, CT*
- 2016-2019 **Chief Research Officer**, *The Contentment Foundation*
- 2016-2017 **Yale University Charles P. Howland Public Service Research Fellow**, *Psychology, Emotion, and Research Laboratory, University of Florence, Florence, Italy*
- 2016-2017 **Program Development and Research Consultant**, *Search Inside Yourself Leadership Institute*

REFERENCES

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