

Post-Doctoral Research Associate in Management

With a focus on leader self-disclosure of flaws



The Department of Business Administration at the University of Zurich is inviting applications for a post-doctoral position in the context of a Swiss National Science Foundation (SNSF) funded project entitled "Flaw Free or Be Me at Work? Exploring the Intersection of Diversity and Disclosure in Leadership." The project is supervised by Prof. Dr. Lauren Howe and offers the opportunity to join the research team in the Center for Leadership in the Future of Work, led by Prof. Dr. Jochen Menges, thus providing a supportive and interactive environment for developing your program of research.

1 Your Tasks

Your primary tasks are...

- to conduct and publish original research, in part collaboratively with members of the Center, with a special focus on leader self-disclosure of flaws at work (see the project description below)
- to be an active member of our research community, for example, by attending our weekly organizational behavior reading group and our research workshops
- to provide mentoring and methodological support for PhD students
- to help deliver courses in organizational behavior, human resource management and/or general management courses, for undergraduate, graduate and/or executive participants
- to provide guidance for Bachelor and Master students in their theses
- to provide support for and engage in networking opportunities, such as assistance with hosting research conferences and Personal Development Workshops
- as part of the team in the Center for Leadership in the Future of Work, to contribute to the center, particularly with regard to management of the research efforts in the Center, as a leading platform for rigorous research, forward-looking teaching, effective outreach, and organizational and societal impact

2 Your Qualifications

Your qualifications include...

- an enthusiasm for the topic of leadership and an interest in disclosure of flaws at work
- a completed or nearly completed PhD degree or its equivalent in Business or Psychology or neighboring fields, with an emphasis on organizational behavior or industrial psychology
- a proven publication track record in top-tier management or psychology journals, or publication potential as evident in working papers or papers under review
- excellent oral and written English language skills, as evidenced in a PhD dissertation written in English; German language skills are not needed (taking German classes is an option for those who want to)
- an excellent understanding of qualitative/mixed methods, including semi-structured interviews and a grounded theory approach
- experience with quantitative methods is a plus, including study design and statistical analyses, as well as relevant software packages, such as R, Mplus, Stata, and/or SPSS
- good presentation skills, as evident in conference presentations; teaching experience (ideally with formal student evaluations) is a plus
- a devotion to writing; experience with popular writing (for outlets such as blogs, magazines, or newspapers) is a plus
- a collaborative spirit and energy for working in a team, as well as curiosity, self-reliance, and initiative-taking

3 Your Opportunity

You have the opportunity...

- to advance your academic career at an internationally renowned research university and to partake in career development with the aim of obtaining an assistant professorship
- to work with leading scholars through collaborative research projects on an issue of societal relevance
- to expand your scholarly network through our research community and conference activities
- to be part of a dynamic team that is dedicated to top-tier research, inspirational teaching and impactful outreach while fostering a positive working atmosphere
- to work in a well-equipped, state-of-the-art research infrastructure
- to live in a city where the quality of life is among the best in the world
- to receive an above competition salary, in line with the university's compensation scheme
- to hold a renewable contract that can run for up to 5 years



4 The Focus of The Research Project

Today, leaders are encouraged to be open about their personal flaws (i.e., negative personal characteristics) at work. For example, an award-winning Harvard Business Review article advises business leaders to “show us who they are—warts and all,” like admitting being irritable, disorganized, or shy. Supporting this idea, self-disclosure theory has long suggested that revealing aspects of one’s self to others builds stronger connections with them. Similarly, the literature on authenticity suggests that leaders who are more open and transparent are more effective. These examples from science and practice all suggest that leaders who let their guard down and openly show their more negative sides can be more successful.

However, this optimistic view takes a one-size-fits-all approach that neglects aspects of human diversity, including leader attributes like gender, age, and race. This research project thus examines how leader diversity influences self-disclosure of flaws in the workplace. For members of social groups that are already underrepresented in leadership positions and face stereotypes in leadership (e.g., women), being open about certain personal flaws could present a risk for leaders rather than an advantage (e.g., constituting a social norm violation that prompts backlash).

The proposed research has meaningful societal implications as leadership is becoming more diverse and more personal. The insights from this research inform dialogues among practitioners and the public that, right now, reinforce the notion that leaders should be their true selves at work. Results will help to unpack whether openly disclosing personal flaws at work is a privilege that only some leaders may enjoy. Already, women and other underrepresented groups are disadvantaged when it comes to the pursuit of leadership positions. Trends that encourage leaders to be open about personal flaws may risk exacerbating these differences—or alternatively, may hold promise in ameliorating them.

5 About Us

The University of Zurich is one of the leading research universities in Europe and enjoys an excellent international reputation. With scholars and students from all over the world, the Faculty of Business, Economics and Information Technology engages with the important economic and social questions of our times and addresses them through cutting-edge research. The Department of Business Administration, specifically, focuses on organizations.

The Center for Leadership in the Future of Work was established with the support of some of the world's most renowned businesses that provide both funding and access to data, with the goal of growing a vibrant global people innovation ecosystem that prepares people and organizations for the future of work. We give aspiring researchers an opportunity to grow their careers in a collaborative setting with an international outlook, and we foster a startup spirit that allows all members of the Center to shape and contribute to the Center's goal of developing a leading platform for rigorous research, inspirational teaching, effective outreach, and organizational and societal impact.



6 About Zurich

Located in the heart of Europe, Zurich is an important economic, cultural, and social center. The image of the largest city in Switzerland is dominated by its beautiful location on Lake Zurich and the Limmat River, its stunning views of the Alps on the horizon, numerous local recreation areas, and urban diversity. Around 440,000 people from more than 175 different countries live in Zurich. Zurich offers something for everyone: culinary flights of fancy, limitless shopping, numerous cultural and sporting events, Switzerland's trendiest nightlife, over 50 museums and 100 galleries, to mention only a few – plus the amazing outdoors of Switzerland with world-class skiing slopes, hiking trails, and watersports opportunities are just steps away and often accessible with public transport.



7 Timeline and How to Apply

Step 1: Please submit your application in English until **15 April 2024** via e-mail to recruiting.clfw@business.uzh.ch, indicating "Application for Postdoc Opportunity" in the header of your e-mail. Your application should consist of two PDF documents. First, please put the following documents in this order into a single PDF document:

- Cover letter, including your desired start date. The potential start date for the position is September 1, 2024. However, the start date can be flexible depending on your circumstances; thus please let us know in your cover letter by when you would be free to join us and when your desired start date is.
- CV
- A personal statement, including a summary of research, teaching, and service activities
- Copies of 2-3 research papers
- Contact information for 2-3 academic references
- If available, teaching evaluations
- Optionally, transcripts of grade reports and test scores

Second, please submit a copy of your PhD thesis as a separate PDF document.

Step 2: If we see a good fit between your profile and our offer, we will invite you for a Zoom interview and afterwards may follow up with online Assessment Center. A first round of Zoom interviews and Assessment Centers are conducted in **May 2024**.

Step 3: To get to know each other, we invite successful candidates to Zurich for further interviews. A first round of interviews in Zurich are scheduled for **5, 6, and 7 June 2024**. Please block these dates in your calendar.

Step 4: The potential start date for the position is **1 September 2024**. However, the start date can be flexible depending on your circumstances; thus, please let us know in your cover letter by when you would be free to join us and when your desired start date is.

If you do not hear from us until **31 July 2024**, please understand that we cannot take your application forward.

Any questions?

If you have questions about the application process or your fit with the position, you may contact us at recruiting.cfw@business.uzh.ch. Given the volume of applications, individual responses may take some time. Thank you for your patience.

We look forward to receiving your application!



Contact

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