

# Annika Wilhelmy

University of Zurich  
Work and Organizational Psychology  
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Binzmuehlestrasse 14/12  
8050 Zurich, Switzerland  
a.wilhelmy@psychologie.uzh.ch

## Academic Employment

- Feb 2019 – Present      **Postdoctoral Researcher and Lecturer**  
University of Zurich, Switzerland, Department of Psychology, Work and Organizational Psychology
- Aug 2017 – Jan 2019      **Visiting Scholar Funded by the Swiss National Science Foundation**  
Portland State University, Oregon, USA, Department of Psychology, Industrial and Organizational Psychology
- Nov 2014 – Jul 2017      **Postdoctoral Researcher and Lecturer**  
University of Zurich, Switzerland, Department of Psychology, Work and Organizational Psychology
- Jul 2010 – Oct 2014      **Doctoral Researcher and Lecturer**  
University of Zurich, Switzerland, Department of Psychology, Work and Organizational Psychology
- Aug 2007 – May 2010      **Student Assistant**  
Justus Liebig University Giessen, Germany, Student Advisory Service of the Department of Psychology

## Academic Qualifications

- Jul 2017      **Teaching Skills Advanced Study Program Certificate**  
University of Zurich, Continuing Education, Zurich, Switzerland  
Advanced study program on university-level teaching consisting of 15 full days of classes on university didactic, three teaching audits including video analyses, and a teaching portfolio thesis  
Chair of advance study program: Anja Pawelleck
- Oct 2014      **PhD in Psychology** (*summa cum laude*)  
University of Zurich, Switzerland, Department of Psychology, Work and Organizational Psychology  
Dissertation Title: *On Creating Favorable Applicant Impressions – A Recruitment Perspective on Signaling Processes in the Interview*  
PhD Committee: Prof. Dr. Martin Kleinmann, Prof. Dr. Klaus Jonas, Prof. Dr. Filip Lievens
- May 2010      **Diplom in Psychology** (German Master's equivalent)  
Justus Liebig University Giessen, Germany  
Minor: Business Administration  
Thesis Title: *Effects of Practice, Coaching, and Transparency on In-Basket Performance*  
Chair: Prof. Dr. Petra Halder-Sinn

Sep 2006                   **Vordiplom in Psychology** (German two-year undergraduate degree)  
Justus Liebig University Giessen, Germany  
Thesis Title: *Gender Effects in Emotion Perception*  
Chair: Prof. Dr. Peter Kirsch

## **Grants**

Dec 2016                   SNSF Early Postdoc Mobility Fellowship, Swiss National Science Foundation,  
**70'650 USD**

Dec 2016                   SNSF Early Postdoc Research and Networking Grant, Swiss National Science  
Foundation, **7'500 USD**

Oct 2016                   GRC Peer Mentoring Grant „MuSt – Methods and Statistics“, Graduate Campus  
of the University of Zurich, **8'500 CHF (9'002 USD)**, co-applicants: Tabea  
Hässler and Sonja Heller

Sep 2014                   Travel Grant from the Psychology PhD Program, University of Zurich,  
**1'030 CHF (1'091 USD)**

Jan 2008 – May 2010      Academic Scholarship from the German National Academic Foundation  
(Studienstiftung des Deutschen Volkes), **18'930 € (22'783 USD)**

Feb 2009 – Aug 2009     Travel Grant from the German National Academic Foundation (Studienstiftung  
des Deutschen Volkes), **7'910 € (',520 USD)**

Feb 2009 – Aug 2009     Academic Scholarship from the Hessen-Queensland Exchange Program  
(a student exchange program of the Ministry of Higher Education, Research  
and the Arts, Hessen, Germany)

Sep 2006 – Feb 2007     Academic Scholarship from the ERASMUS Program  
(a student exchange program of the European Union)

## **Awards**

Nov 2018                   Best Reviewer Award of the *Journal of Personnel Psychology*

Jan 2018                   1<sup>st</sup> Master Thesis Prize by the Swiss Association for Work and Organizational  
Psychology for Lea De Boer's master thesis "Regular and Rich Realistic Job  
Previews: Effects on Self-Selection, Turnover, Work-Satisfaction, and Faking"  
Advisor: Annika Wilhelmy

Jun 2015                   Finalist for PhD Thesis Award of the Section Work, Organizational, and  
Business Psychology of the German Society for Psychology

Aug 2012                   Poster Prize at the EAWOP Summer School in Morschach, Switzerland

May 2012                   1<sup>st</sup> Prize for presentation time management at the meeting of the European  
Network of Selection Researchers (ENESER), Sheffield, UK

May 2010                   Outstanding Psychology Graduate Student (best GPA of the year) and  
Recipient of Justus Liebig Commemorative Coin  
Justus Liebig University Giessen, Germany

Jun 2004                   Outstanding University-Entrance Diploma (2<sup>nd</sup> best GPA of the year)  
Weidigschule Butzbach (high school), Germany

## Academic Honors

- April 2018                      Presenter of a Master Tutorial on qualitative research at the annual conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, USA.
- August 2017                     Presenter of a Professional Development Workshop on qualitative research at Academy of Management (AOM), Atlanta, Georgia, USA
- May 2017                         Invited Pre-Congress Workshop on the Grounded Theory Approach held at the Biannual Congress of European Association of Work and Organizational Psychology (EAWOP), Dublin, Ireland.
- May 2016                         Invited article for *LSE Business Review*; link to article:  
<https://blogs.lse.ac.uk/businessreview/2016/05/04/>
- May 2016                         First-author publication listed as Distinguished Example Article of the *Journal of Applied Psychology*; link to list:  
<http://www.apa.org/pubs/journals/apl/sample.aspx>

## Study and Research Stays Abroad

- Aug 2017 – Jan 2019            Research Stay at Portland State University, Oregon, USA  
Prof. Donald Truxillo
- Feb 2012 – May 2012            Research Stay at Portland State University, Oregon, USA  
Prof. Donald Truxillo
- Feb 2009 – Aug 2009            Semester Abroad at the University of Queensland, Brisbane, Australia
- Sep 2006 – Feb 2007            Semester Abroad at the Nancy 2 University, Nancy, France
- Jun 2001 – Dec 2001            Exchange Student at Ventura High School, Ventura, California, USA

## Research Cooperation Projects

- Apr 2017 – Present              Research Cooperation Project on Job Seeking, Skillsgarden AG., Zurich, Switzerland
- Jan 2016 – Jul 2017              Research Cooperation Project on Realistic Job Previews for Applicants, Swissport International Ltd., Zurich Airport, Zurich, Switzerland
- Aug 2011 – Oct 2015            Research Cooperation Project on Applicant Reactions and Predictive Validity of an Interview Procedure, University of Applied Sciences Northwestern Switzerland, School of Applied Psychology, Olten, Switzerland, Prof. Dr. Gerhard Guttropf

## Publications in Peer Reviewed Journals

- Wilhelmy, A.**, Kleinmann, M., Melchers, K. G., & Lievens, F. (in press). What do consistency and personableness in the interview signal to applicants? Investigating indirect effects on organizational attractiveness through symbolic organizational attributes. *Journal of Business and Psychology*. doi: 10.1007/s10869-018-9600-7
- Wilhelmy, A.**, Kleinmann, M., Melchers, K.G., and Götz, M. (2017). Selling and smooth-talking: Effects of interviewer impression management from a signaling perspective. *Frontiers in Psychology*, 8, doi:10.3389/fpsyg.2017.00740

Special Issue on impression management and faking edited by Julia Levashina, Nicolas Roulin, and Joshua Bourdage

<https://www.frontiersin.org/articles/10.3389/fpsyg.2017.00740/full>

**Wilhelmy, A.** (2016). Journal guidelines for qualitative research? A balancing act that might be worth it. *Industrial and Organizational Psychology*, 9, 726-732.

**Wilhelmy, A.**, Kleinmann, M., König, C. J., Melchers, K. G., & Truxillo, D. M. (2016). How and why do interviewers try to make impressions on applicants? A qualitative study. *Journal of Applied Psychology*, 101, 313-332. doi:10.1037/apl0000046

Paper **Listed as Example Article** of the *Journal of Applied Psychology*; link to list:

<http://www.apa.org/pubs/journals/apl/sample.aspx>

### Book Chapters

**Wilhelmy, A.**, & Kleinmann, M. (2018). Selektion und Attraktion: Wie Organisationen und Bewerbende sich gegenseitig auswählen und beeinflussen. In S. Kauffeld & D. Spurk (Eds.), *Handbuch Karriere und Laufbahnmanagement*, Springer.

Shen, W., Sackett, P. R., Lievens, F., Schollaert, E., Van Hoye, G., Steiner, D. D., Rolland, F., Georgiou, K., Nikolaou, I., Tomprou, M., Tzafrir, S., Bamberger, P., Bertolino, M., Mariani, M., Fraccaroli, F., Sekiguchi, T., Onyura, B., Yang, H., Oostrom, J. K., Englert, P., Chernyshenko, O., Kriek, H. J., Joubert, T., Salgado, J. F., **Wilhelmy, A.**, König, C. J., Chuang, A., Cook, M., & Subramony, S. (2017). Updated perspectives on the international legal environment for selection. In J. L. Farr & N. Tippins (eds.), *Handbook of employee selection*. New York: Routledge.

Kleinmann, M., Ingold, P. V., & **Wilhelmy, A.** (2016). Impression management. In A. Wilkinson, & S. Johnstone (Eds.), *Encyclopedia of Human Resource Management*, Edward Elgar. Cheltenham.

Melchers, K. G., Ingold, P. V., **Wilhelmy, A.**, & Kleinmann, M. (2015). Beyond validity: Shedding light on the social situation in employment interviews. In I. Nikolaou & J. K. Oostrom (Eds.), *Employee recruitment, selection, and assessment: Contemporary issues for theory and practice*. Hove, UK: Psychology Press.

### Essays and Reports

**Wilhelmy, A.** (2016). *Zwischen Egoinszenierung und Ehrlichkeit: Was Bewerber(innen) und Interviewende im Vorstellungsgespräch über sich preisgeben*. Essay in ZüPP Aktuell, Zürich, Schweiz.

Kleinmann, M., & **Wilhelmy, A.** (2015). *Vorhersage der Studienleistung durch Auswahlinterviews: Untersuchung der Kriteriumsvalidität des Auswahlverfahrens für den Bachelorstudiengang Angewandte Psychologie der Fachhochschule Nordwestschweiz*. Evaluation report on applicant reactions for the University of Applied Sciences Northwestern Switzerland, School of Applied Psychology, Olten, Switzerland.

**Wilhelmy, A.** & GSI Consultants (2012). Geheime Faktoren in Bewerbungsgesprächen. *Alpha - Der Kadermarkt der Schweiz*, Auflage 392294.

Kleinmann, M., **Wilhelmy, A.**, & Melchers, K. G.. (2012). *Bewerberreaktionen im Auswahlinterview: Evaluation der Bewerberreaktionen auf das Auswahlverfahren für den Bachelorstudiengang Angewandte Psychologie der Fachhochschule Nordwestschweiz*. Evaluation report on predictive validity for the University of Applied Sciences Northwestern Switzerland, School of Applied Psychology, Olten, Switzerland.

## Invited Talks and Workshops

- Wilhelmy, A.** (2019, May). *Qualitative methods in WOP research*. Invited pre-conference workshop to be presented at the 19th European Congress of Work and Organizational Psychology (EAWOP), Turin, Italy.
- Wilhelmy, A.** (2018, October). *Two sides of the same coin? The perspectives of applicants and employers*. Invited talk at the Kemmy Business School, University of Limerick, Ireland.
- Wilhelmy, A.** (2018, May). *Who attracts, who selects?* Invited talk at the Research Colloquium of the College of Business, Oregon State University, Corvallis, OR, USA.
- Wilhelmy, A.** (2017, December). *Eine Einführung in die qualitative Forschungsmethode der Grounded Theory*. Invited workshop at the PhD program of the University of Giessen, Giessen, Germany.
- Wilhelmy, A.** (2017, October). *Connecting the perspectives of applicants and organizations using qualitative and quantitative research methods*. Invited talk at the I/O Research Colloquium, Portland State University, Portland, OR, USA.
- Wilhelmy, A.** (2017, May). *Qualitative research in I/O psychology: An introduction to grounded theory*. Invited pre-conference workshop presented at the 18th European Congress of Work and Organizational Psychology (EAWOP), Dublin, Ireland.
- Wilhelmy, A.** (2016, December). *The perspectives of applicants and organizations*. Invited talk at the Colloquium of the Work and Organizational Psychology Group, University de Neuchâtel, Neuchâtel, Switzerland.
- Wilhelmy, A.** (2015, December). *Zwischen Egoinszenierung und Ehrlichkeit: Was Bewerber und Interviewer im Vorstellungsgespräch über sich preisgeben*. Talk speaker of the advanced training event "University meets practice" of the Association of Psychologists of the Canton Zurich, Zurich, Switzerland.
- Wilhelmy, A.** (2012, July). *Self-presentation on the side of the interviewer*. Invited talk presented at the undergraduate class on Human Resource Management at the School of Business Administration, Portland State University, Portland, USA.
- Wilhelmy, A.** (2012, July). *Impression Management: Wie Interviewer Bewerber umwerben*. Invited speaker at the ERFA Day by InnoPark Schweiz AG, Winterthur, Switzerland.

## Refereed Conference Presentations

- Wilhelmy, A., Roulin, N., & Wingate, T.** (2018, June). *It takes two to tango! Examining applicant impression management as adaptations to interviewer impression management in interviews*. Paper presented at the 5th meeting of the European Network of Selection Researchers (ENESER), Edinburgh, Scotland.
- Wilhelmy, A.** (2018, April). *High-quality qualitative research: An introduction to the grounded theory approach*. Master Tutorial presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, USA.
- Wingate, T. G., **Wilhelmy, A., & Roulin, N.** (2018, April). *Integrating interviewer and applicant impression management*. Paper presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, USA.
- Bulger, M., Lensges, M., Thomas, N., & **Wilhelmy, A.** (2017, August). *Navigating qualitative dissertations: Advice from the experts*. Professional Development Workshop (PDW) at the conference of the Academy of Management, Atlanta, USA.

- Wilhelmy, A., Kleinmann, M., Melchers, K. G., & Schneider, L. J.** (2017, April). *What role do applicants' expectations of fairness play in interviews?* Paper presented at the 32nd annual conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, USA.
- Wilhelmy, A.** (2016, September). *Wie, was, warum? Eine Einführung in die qualitative Forschungsmethode der Grounded Theory.* Pre-Conference-Workshop auf dem 50. Kongress der Deutschen Gesellschaft für Psychologie (DGPs), Leipzig, Germany.
- Wilhelmy, A., Kleinmann, M., Melchers, K. G., & Schneider, L. J.** (2016, June). *How do applicants' expectations before the interview influence how they react to the interview?* Paper presented at the 4th meeting of the European Network of Selection Researchers (ENESER), Amsterdam, Netherlands.
- Wilhelmy, A., Kleinmann, M., Melchers, K. G., & König, C. J.** (2016, April). *How interviewer impression management serves as a signal for applicants.* Paper presented at the 31st annual conference of the Society for Industrial and Organizational Psychology (SIOP), Anaheim, USA.
- Wilhelmy, A.** (2015, September). *Nicht nur qualitativ, sondern auch hochwertig: Wie lassen sich qualitative Methoden in der AOW-Forschung publizierbar anwenden?* Workshop auf der 9. Tagung der Fachgruppe Arbeits-, Organisations- und Wirtschaftspsychologie (AOW) der Deutschen Gesellschaft für Psychologie, Mainz, Germany.
- Wilhelmy, A., Kleinmann, & Schneider, L. J.** (2015, September). *Wie hoch soll die Latte liegen? Welche Rolle Erwartungen von Bewerbern für die Attraktivität der Organisation spielen.* Vortrag auf der 9. Tagung der Fachgruppe Arbeits-, Organisations- und Wirtschaftspsychologie (AOW) der Deutschen Gesellschaft für Psychologie, Mainz, Germany.
- Wilhelmy, A., Kleinmann, M., Melchers, K. G., & Schneider, L. J.** (2015, September). *Effects of applicants' expectations before the interview: Are high or realistic fairness expectations the key?* Poster presented at the 14th Congress of the Swiss Psychological Society (SSP/SGP), Geneva, Switzerland.
- Kleinmann, M., Wilhelmy, A., Ingold, P., & Melchers, K. G.** (2015, September). *Jenseits der Validität: Zur Bedeutung der sozialen Interaktionssituation in Einstellungsinterviews.* Vortrag auf der 9. Tagung der Fachgruppe Arbeits-, Organisations- und Wirtschaftspsychologie (AOW) der Deutschen Gesellschaft für Psychologie, Mainz, Germany.
- Wilhelmy, A., Melchers, K. G., Ingold, P. V., & Kleinmann, M.** (2015, May). *Beyond validity: Shedding light on the social situation in employment interviews.* Paper presented at the 17th European Congress of Work and Organizational Psychology (EAWOP), Oslo, Norway.
- Wilhelmy, A., Kleinmann, M., & Melchers, K. G.** (2014, September). *Welchen Einfluss hat Impression Management von Interviewern auf Bewerber?* Vortrag auf dem 49. Kongress der Deutschen Gesellschaft für Psychologie (DGPs), Bochum, Germany.
- Wilhelmy, A., Kleinmann, M., & Melchers, K. G.** (2014, August). *Selling and smooth-talking as recruitment tools? Differential signaling effects of interviewer impression management.* Paper presented at the 3rd meeting of the European Network of Selection Researchers (ENESER), Ghent, Belgium.
- Wilhelmy, A., Kleinmann, M., & Melchers, Klaus G.** (2014, July). *Effects of interviewer impression management on applicant reactions.* Paper presented at the 28th International Congress of Applied Psychology (ICAP), Paris, France.

**Wilhelmy, A., Kleinmann, M., & Melchers, Klaus G.** (2013, May). *Off the shelf or tailor-made: How perceived interviewer behavior affects recruiting outcomes*. Paper presented at the 16th European Congress of Work and Organizational Psychology (EAWOP), Münster, Germany.

**Wilhelmy, A., Kleinmann, M., König, C. J., & Melchers, K. G.** (2012, September). *Wie Interviewer Bewerber umwerben: Eine qualitative Studie zum Impression Management von Interviewern*. Vortrag auf dem 48. Kongress der Deutschen Gesellschaft für Psychologie (DGPs), Bielefeld, Germany.

**Wilhelmy, A., Kleinmann, M., Melchers, K. G., & König, C. J.** (2012, June). *How interviewers try to make favorable impressions: A qualitative study*. Paper presented at the 2nd meeting of the European Network of Selection Researchers (ENESER), Sheffield, UK.

**Wilhelmy, A., Kleinmann, M., Melchers, K. G., & König, C. J.** (2012, April). *How interviewers try to make favorable impressions: A qualitative study*. Paper presented at the 27th annual conference of the Society for Industrial and Organizational Psychology (SIOP), San Diego, USA.

**Wilhelmy, A., Halder-Sinn, P., & Nietsch, J.** (2011, September). *Übung macht den Manager? Der Einfluss von Übung und Coaching auf die Leistung in Postkorbaufgaben*. Vortrag auf der 7. Tagung der Fachgruppe Arbeits-, Organisations- und Wirtschaftspsychologie (AOW) der Deutschen Gesellschaft für Psychologie, Rostock, Germany.

**Wilhelmy, A., Halder-Sinn, P., & Nietsch, J.** (2011, September). *Does Practice Make Perfect? Retest Effects on In-Basket Performance*. Paper presented at the 12th Congress of the Swiss Psychological Society (SSP/SGP), Fribourg, Switzerland.

### **Journal Reviewing Activities**

*Journal of Applied Psychology*, Ad hoc reviewer

*Journal of Vocational Behavior*, Ad hoc reviewer

*Journal of Personnel Psychology*, Ad hoc reviewer

*Personnel Assessment and Decisions*, Ad hoc reviewer

*International Journal of Assessment and Selection*, Ad hoc reviewer

### **Conference Reviewing Activities**

Society for Industrial and Organizational Psychology (SIOP)

Academy of Management (AOM)

### **Professional Affiliations**

Society for Industrial and Organizational Psychology (SIOP)

Academy of Management (AOM)

International Association of Applied Psychology (IAAP)

European Association for Work and Organizational Psychology (EAWOP)

German Psychological Association (DGPs)