

Tobias Schröder

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Education and Degrees

Dr. rer. nat., <i>summa cum laude</i> (equivalent to Ph.D.) (2009)	Humboldt-Universität zu Berlin, Germany
Dipl.-Psych. (equiv. to M.A.), Psychology/Economics (2005)	Humboldt-Universität zu Berlin, Germany
Vordiplom (equiv. to B.A.), Psychology (2001)	Justus-Liebig-Universität Gießen, Germany

Current Research Interests

Social Interaction and Leadership: I designed two experiments involving leadership-related tasks to test and compare behavior-related and emotion-related predictions from Affect Control Theory and Interpersonal Theory. Semantic priming procedures were used to induce different leadership styles.

Language and Emotion: I developed a mathematical model for predicting emotions in ongoing social interaction based on affective (semantic differential) ratings of 1,100 German words, word combinations, and sample event descriptions relevant to social interaction. Current projects involve a test whether words differ in emotional meaning depending on people's socioeconomic status (with Christian von Scheve and Marcus Conrad, Freie Universität Berlin) and a cross-cultural comparison of the emotional basis of stereotypes (with Kim Rogers and Lynn Smith-Lovin, Duke University, and Shuuichiro Ike, Teikyo University).

Political and economic decision-making. I am also interested in applying theoretical insights from the research on emotion and social interaction to understanding political decision-making, especially in the field of planning. For example, I conducted a field experiment investigating the psychological basis of the willingness to pay for public goods. Currently, I am managing an applied research project on social psychological determinants of successful transfer of social innovations in the context of local politics.

Professional Positions

2008 -	Research Associate/Project Manager, Freie Universität Berlin
2005 -	Self-employed Business and Political Consultant
2005	Election Campaign Manager for a Member of Parliament, Berlin and Delmenhorst, Germany
2003 - 2004	Intern (Department for Management Development), Volkswagen de México, Puebla, Mexico
2001 - 2003	Personal Assistant to a Member of Parliament, Berlin, Germany

Teaching

1. Seminars Developed and Taught

2007-2008	Soziologische Ansätze in der Organisations- und Sozialpsychologie [Sociological theories in organizational and social psychology], Humboldt-Universität zu Berlin, Institute of Psychology
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2007 Politische Psychologie [Political Psychology], Friedrich Ebert Foundation

2. Students Supervised

2009 Janine Netzel (Diploma Thesis): Validierung der Affektsteuerungstheorie mit Verhaltensbeobachtung [Validation of affect control theory with behavioral observation]

Anissa Wolf (Diploma Thesis): Emotionale Intelligenz und affektive Sprachbedeutung [Emotional intelligence and affective linguistic meaning]

2008 Katarina Ebert (Diploma Thesis): Überprüfung von Annahmen der Affektsteuerungstheorie in einem Dyadenexperiment [Experimentally testing core assumptions of affect control theory in a dyadic experiment]

Stefan Hacke (Diploma Thesis): Einfluss interpersonaler Stile auf das Verhalten in dyadischen Interaktionen [The impact of interpersonal traits on behavior in dyadic interactions]

2007-2008 Student Research Project: Clusteranalyse affektiver Bewertungen möglicher Führungshandlungen [Cluster analysis of affective ratings of possible leadership actions]

Student Research Project: Sprachlich basierte Eindrucksbildung und Gerechte-Welt-Glaube [Language-based impression formation and belief in a just world]

Student Research Project: Korrelate sozialer Dominanzorientierung [Correlates of social dominance orientation]

2006-2007 Student Research Project: Priming autoritären und demokratischen Führungsverhaltens durch ein situatives Interview [Priming of authoritarian and democratic leadership styles using a situational interview technique]

Student Research Project: Deutsch – Türkisch. Türkisch – Deutsch. Vergleichende Erfassung und Vorhersage von Rollenvorstellungen [Comparison of Role Expectations for Germans and Turkish immigrants]

Publications

1. Peer Reviewed Publications

Schermuly, C.C., Schröder, T., Scholl, W., & Nachtwei, J. (conditionally accepted). Das Instrument zur Kodierung von Diskussionen (IKD): Ein ökonomischer und valider Zugang zur Verhaltensbeobachtung in Organisationen. [The Discussion Coding System (DCS): an economical and valid approach for behavioral observation in organizations]. *Zeitschrift für Arbeits- und Organisationspsychologie*.

Schröder, T. (in press). A model of language-based impression formation and attribution among Germans. *Journal of Language and Social Psychology*.

Schröder, T. (2009). Affect Control Theory. In W. Scholl (Ed.), *Interact Communicate – an interdisciplinary Wiki on social interaction and communication*. Available online: <http://www.socialinteractionresearch.com>.

Schröder, T. & Scholl, W. (2009). Affective dynamics of leadership: an experimental test of affect control theory. *Social Psychology Quarterly*, 72(2), 180-197.

Schröder, T. & Mieg, H.A. (2008). The impact of perceived justice on contingent value judgments. *Journal of Applied Social Psychology*, 38, 135-158.

2. Submitted Articles

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3. Publications Without Peer Review

Schröder, T., Nachtwei, J., & Schermuly, C. C. (in press). Potenziale des Alters nutzen. HR-Experten erwarten eine neue Wertschätzung von Alter und Erfahrung in den Unternehmen der Zukunft. [Tapping the full potential of the elderly – towards a new appreciation of age and experience in corporations of the future.] *Human Resources Manager*, 1/10, ??-?.

Schröder, T. (2009). Blick in die Zukunft – Wird die Personalentwicklung zu den strategischen Unternehmensbereichen gehören?. [A foresight on the role of personnel development in corporate strategy.] *Human Resources Manager*, 1/09, 56-60.

Haan, G. de, Huck, J., Schröder, T. (2009). Zukunft der Flächennutzung in Deutschland – Ergebnisse einer Delphi-Studie. [The future of land use in Germany – results of a delphi study.] *Planerin: Fachzeitschrift für Stadt-, Regional- und Landesplanung*, 5/09, 50-51.

Schröder, T. (2009). *Die Theorie der Affektsteuerung als allgemeine Theorie der sozialen Interaktion*. [Affect control theory as a general theory of social interaction]. Dissertation: Humboldt-Universität zu Berlin. Accessible at http://www.tschroeder.eu/publikationen/schroeder_diss.pdf

Schermuly, C. C., Schröder, T., & Gläs, K. (2009). Mentoring – ein bewährter Katalysator für die Karriere. [Promoting careers through institutionalized mentoring]. *Wirtschaftspsychologie aktuell: Zeitschrift für Personal und Management*, 2/09, 14-18.

Schröder, T. (2008). Sprache und Emotion. Kulturvergleichendes Forschungsprojekt zu emotionalen Assoziationen der Sprache. Internetauftritt, beinhaltet Datensätze und Software. [Language and emotion. International research project on emotional associations of the language. Internet site, includes data and software]. Accessible at: http://www.tschroeder.eu/index_act.html

Schröder, T. (2008). Mean affective ratings of 1,100 concepts by a diverse sample of Germans in 2007 [computer file]. Distributed at Affect Control Theory Website, Program Interact: <http://www.indiana.edu/~socpsy/ACT/interact/JavaInteract.html>.

Schröder, T. (2007). Wie viel Geld ist Ruhe wert? [What is the monetary value of quietness?] *DEMO - Monatszeitschrift für Kommunalpolitik*. [Monthly Journal of Local Politics]

4. Work in Progress

Schneider, A. & Schröder, T. (in preparation). Advances in computer simulations of conflict in multi-cultural corporations: An over-time comparison. *Data collection and analysis complete*.

Schröder, T., Netzel, J., Schermuly, C. C., & Scholl, W. (in preparation). Coordination of affective expression in leader-follower dyads. *Data collection and analysis complete*.

Schröder, T. (in preparation). Affective associations of 1,100 German words: Cultural consensus, reliability, and over-time stability. *Data collection complete*.

Schröder, T., Scholl, W., Mell, J., Ike, S., Rogers, K. & Smith-Lovin, L. (in preparation). The affective basis of stereotype content: a cross-cultural comparison. *Ongoing data collection*.

5. Invited Presentations

Schröder, T. (Januar 2010). *Sprachlich-kulturelle Auslösung von sozialen Konflikten*. [Linguistic and cultural causes of social conflict.] Workshop on "Social Conflicts" at the Interdisciplinary Wolfgang Köhler Center for Research on Conflict in Intelligent Systems. Erkner: January 22-23, 2010.

Schröder, T. (2008). *Estimating and experimentally validating a model of impression formation among Germans*. Indiana University, Bloomington, IN, U.S.A.: April 2, 2008.

Schröder, T. (2008). *Affective dynamics of leadership in international organizations*. Texas Tech University, Lubbock, TX, U.S.A.: April 7, 2008.

6. Conference Contributions

Schröder, T. (2009). *Computersimulation von sozialer Interaktion und Emotionen*. [Computer simulation of social interaction and emotion]. Presentation at the annual meeting of the social psychology section of the German Psychological Society, Luxemburg: September 1-4, 2009.

Huck, J., Schröder, T. & Gerhold, L. (2009). *Diffusion von Innovationen zur Reduzierung von Flächenverbrauch: eine sozialpsychologische Perspektive*. [Diffusion of innovation in reducing land consumption: a social psychological perspective]. Poster presentation at the annual meeting of the social psychology section of the German Psychological Society, Luxemburg: September 1-4, 2009.

Schröder, T. (2009). *Language, emotion, and social interaction: an interdisciplinary perspective*. Workshop „Creating an Interdisciplinary Map of Interaction and Communication“, Berlin: July 23-25, 2009.

Schneider, A. & Schröder, T. (2009). *Advances in computer simulation of cross-cultural conflict*. Presentation at the annual meeting of the Southern Sociological Society, New Orleans, LA, U.S.A.: April 1-4, 2009.

Schröder, T. & Scholl, W. (2008). *Affect control theory: linking social cognition to symbolic interactionism*. Poster at the XXIX. International Congress of Psychology, Berlin: July 20-25, 2008.

Scholl, W., Schröder, T., Jacobs, I., & Schermuly, C. (2008). *Basic dimensions of social interaction: Affiliation, Power, Activation*. Exhibition (poster, software demonstration and video) at the XXIX. International Congress of Psychology, Berlin: July 20-25, 2008.

Schröder, T. & Scholl, W. (2008). *Development and experimental validation of a German-language affect control theory model*. Presentation at the annual meeting of the Southern Sociological Society, Richmond, VA, U.S.A.: April 9-12, 2008.

Schröder, T. & Scholl, W. (2007). *Experimentelle Überprüfung der Affektsteuerungstheorie in einer simulierten komplexen Führungssituation*. [Experimental test of affect control theory in a complex simulated leadership situation]. Presentation at the annual meeting of the social psychology section of the German Psychological Society, Freiburg: September 15-17, 2007.

Hülsenbeck, J., Peucker, M., Schröder, T. & Scholl, W. (2007). *Priming autoritären und demokratischen Führungsverhaltens durch ein situatives Interview*. [Priming of authoritarian and democratic leadership styles using a situational interview technique]. Poster at the annual meeting of the social psychology section of the German Psychological Society, Freiburg: September 15-17, 2007.

Schröder, T. & Miege, H.A. (2006). *The willingness to pay for public goods depends on perceived justice*. Presentation at the 11th International Social Justice Conference, Berlin: August 2-5, 2006.

7. Presentations for Practitioners and Lay Audiences

Schröder, T., Huck, J., Nuss, J. & Schreiter, K. (2009). *Neue Urbanität oder Familienglück im Grünen? Wünschbare und wahrscheinliche Innovationen der Stadtentwicklung*. [New urban lifestyle or happy family suburbia? Desirable and likely innovations in urban development.]. Lange Nacht der Wissenschaften [Long night of science], Berlin: June 13, 2009.

Schröder, T. (2008). *Vereinbarkeit von Bürgerbeteiligung und Expertenwissen bei nachhaltigen umweltpolitischen Entscheidungen*. [Reconciling civic participation and administrative expert decision making in sustainable development] Workshop Entscheidungsanalyse, Deutscher Bundestag, Parlamentarischer Beirat für nachhaltige Entwicklung [Committee on sustainable development of Germany's federal parliament], Berlin: June 18, 2008.

Schröder, T., Scholl, W., & Heise, D.R. (2007). *Projekt Magellan: Kulturvergleich anhand sprachlicher Emotionen*. [Project Magellan: intercultural comparisons based on emotional properties of the language]. Lange Nacht der Wissenschaften [Long night of science], Berlin: June 9, 2007.

Schröder, T. (2007). *Sind Verfassungsrichter göttlich? Über die Bedeutung sprachlicher Emotionen im interkulturellen Vergleich*. [Are supreme court justices godlike? A cross-cultural comparison of emotional associations of the language]. Presentation at Verein Deutsche Sprache Region Berlin/Potsdam, Berlin: June 6, 2007

Schröder, T. (2007). *Wie viel Geld ist die Natur wert? Probleme beim Einsatz von Monetarisierungsverfahren in der Umweltpolitik*. [How much is nature worth? Problems with methods for monetarizing nature in environmental politics]. Presentation at the Rotary Club Berlin-Gendarmenmarkt, Berlin: January 26, 2007

8. Dissemination of Research to the Media

Newspapers and Magazines: Süddeutsche Zeitung, Neue Zürcher Zeitung, Berliner Zeitung, Nordwest-Zeitung, Südkurier, Focus, Psychologie Heute, Emotion, Kölner Stadt-Anzeiger

Radio: NDR Kultur, WDR 5, WDR 3

Grants and Awards

2005-2008	Doctoral research grant from the Friedrich Ebert Foundation (~ 45,000 €)
2008	Travel grant (Friedrich Ebert Foundation) for different presentations in the U.S.A. (1,100 €)
2005	Humboldt Prize for an outstanding Diploma Thesis (700 €)
1999-2005	Full Scholarship by the Studienstiftung [German National Academic Foundation] (~20,000 €)