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## Contributors

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**Susan M. Adams** is Professor of Management and Senior Director, Center for Women and Business at Bentley University, Massachusetts, USA. Her research and consulting focus on changes needed for business success with rewarding careers for employees. Her current studies concentrate on eliminating career barriers that women face and the careers, lives and leadership styles of successful women and CEOs. At Bentley, she teaches leadership, organization theory and management consulting courses to undergraduate, MBA, PhD and executive classes. She has served on and chaired boards of companies and non-profit organizations. Adams is a former Chair of the Management Consulting and Careers Divisions of the Academy of Management, a member of the American Psychological Association and member of the Society for Human Resource Management. Her PhD in Management is from the Georgia Institute of Technology.

**Mark D. Agars** is a Professor of Psychology and Director of the Institute for Child Development and Family Relations at California State University, San Bernardino. He earned his PhD in Industrial and Organizational Psychology from Penn State University in 1999. Mark's primary research and writing interests are in gender and diversity issues in the workplace with an emphasis on women's advancement, diversity management, and the work-family interface. His most recent research in this area has focused on the work and family challenges of the working poor, their implications for individual and family health, and the development of novel and efficacious organizational solutions.

**Deirdre A. Anderson** is Director of the Executive MBA and Senior Lecturer in Organizational Behaviour at the Cranfield International Centre for Women Leaders in the UK. Her research interests include flexibility, work and family, gendered careers and the challenges faced by senior professionals in meeting demands from both the work and non-work domains. In all her work she seeks to increase awareness of diversity and inclusion, challenging the often-unconscious processes that can limit individual actions and organizational practices. Deirdre is a member of the British Psychological Society, the British Academy of Management and the Work and Families Researchers Network. Before taking up academic research and teaching, Deirdre spent over 15 years as an independent business

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**Rachel A. August** is a Professor of Psychology at California State University, Sacramento (CSUS) in California, USA. Her background is in industrial-organizational psychology and qualitative research. She regularly teaches in the areas of qualitative research methods, statistics, and graduate and undergraduate organizational psychology. She conducts ongoing research in the areas of women's later-life career development, retirement, and the work-family interface. As a result of those activities, she has published in numerous journals, presented at national and international conferences, and written two book chapters. Professor August offers her students innovative learning and research experiences by creating curricula based on service-learning partnerships. Her most recent teaching and research endeavours involve long-term collaborative partnerships with a local middle school, a public agency aimed at improving the health and well-being of financially disadvantaged seniors, and a continuing care retirement community. Prior to Sacramento State, she worked in market research with a public utility company and in human resources with a large retailer.

**Mary Barrett** is a Professor of Management at the School of Management and Marketing at the University of Wollongong, New South Wales, Australia, where she teaches management, especially human resource management and business communication. Mary's original training was in foreign languages and literature and her academic career began in that field. Following a Fulbright Postdoctoral Fellowship at the University of California, Berkeley, and an MBA, Mary re-entered academia as a management academic. Mary's research interests and publications focus on communication issues at work (which allows her to apply her training in languages and linguistics to the workplace), gender issues in management and entrepreneurship, and family business.

**Yehuda Baruch** is a Professor of Management and Research Director of the Southampton Business School at the University of Southampton, UK. He formerly worked at Rouen Business School, France, UEA Norwich, UK, University of Texas at Arlington, George Mason University, USA, University of Canterbury, New Zealand, and London Business School. His research interests and writing have been extensive and wide ranging, with particular focus on careers and global HRM, including over 110 refereed papers, in journals including *Journal of Management*, *Human Resource Management*, *Journal of Vocational Behavior*, *Human Relations*, and *Organization Studies*, five books and over 40 chapters. He is former

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**Jill Choate Beier** is an Assistant Professor at Marymount Manhattan College (MMC), USA, teaching courses in accounting, business law and income taxation. Her research interests focus on the areas of trusts and estates law and income, estate and gift taxation. In addition to her teaching responsibilities, Professor Beier acts as the Faculty Advisor and Coach to the MMC Mock Trial Team and involves her students in community service work by coordinating MMC's participation in the Volunteer Income Tax Assistance programme. Professor Beier is very active in the New York State Bar Association and is currently the Chair of the Estate and Trust Administration Committee. Ms Beier earned a BBA in Finance from the University of North Texas, an MBA from Fordham University Graduate School of Business (concentration in Professional Accounting), a JD from Touro Law School and an LLM in Taxation from New York University School of Law.

**Regine Bendl** is Associate Professor at the Institute for Gender and Diversity in Organizations, WU Vienna, Department of Management. She carries out research on gender and diversity management, subtexts and queer perspectives in organization theory. An author and editor of numerous books, her writings have been published in *Gender Work and Organization*, *Journal of Management and Organization*, *British Journal of Management*, *Gender in Management: An International Journal*, *European Journal of International Management*, and *Equality, Diversity and Inclusion – An International Journal*. She has received a number of professional awards, including the Käthe Leichter Award for Women's and Gender Studies 2006, a Best Paper Award EURAM 2007 (stream gender equality and diversity in management) and an Emerald Highly Recommended Paper Award 2009. She edits *Equality, Diversity and Inclusion: An International Journal* and *Diversitas – Zeitschrift für Managing Diversity und Diversity Studies* and is an editorial board member of *Gender in Management: An International Journal* and the *British Journal of Management* as well as Associate Editor of *Gender Work & Organization*.

**Yvonne Due Billing** works at the University of Copenhagen (Reader in Sociology), Denmark. She holds a PhD in Sociology from the University of Lund (Sweden) and a PhD in business administration from Copenhagen Business School. She is Associate Editor for the journal *Gender, Work & Organization* and editorial member for the journals *Organization* and *Leadership*. Yvonne Due Billing is the author of many books and articles within the area of gender, work, organization and leadership, including

*Understanding Gender and Organizations* (Sage, 1997, 2nd edition 2009), *Gender, Managers and Organizations* (De Gruyter, 1994), 'Beyond Body-counting' (in *Gender, Identity and the Culture of Organizations*, Routledge, 2002), 'Questioning the Notion of Feminine Leadership' (*Gender, Work & Organization*) all with co-author Mats Alvesson, with whom she has also adopted two smart girls from Hanoi (Vietnam).

**Susanne Braun** is a Postdoctoral Researcher at the Center for Leadership and People Management (Ludwig-Maximilians-Universität) and at the Chair of Research and Science Management (Technische Universität) in Munich, Germany. She received a graduate degree in psychology with a major in organizational psychology from the University of Münster in 2007 and a PhD degree from Ludwig-Maximilians-Universität in 2011. Subsequently, she was a Visiting Scholar at New York University and University of California in Berkeley. Her major research interests include leadership and diversity, with a particular focus on the impact of gender stereotypes on evaluations of women in management, the impact of leadership on trust and performance in teams as well as leadership development. She also conducts leadership and teamwork training in business and academic settings.

**Adelina M. Broadbridge** is a Senior Lecturer and Director of Learning and Teaching in the Stirling Management School, University of Stirling, UK. Her main research interests, and focus of her PhD, are around the broad area of gendered management careers. Much of her work has concentrated on the UK retail industry where she has interviewed a diverse range of people from undergraduate students and their perceptions of a career in retailing, to managers' experiences within the retail sector (including not-for-profit retailing) as well as the careers of retail directors. She has also researched issues connected with stress, age and work-life balance. She additionally has conducted various research with Generation Y undergraduates and graduates and their perceptions and experiences of the initial stages of their careers. She has published in numerous journals and presented her work at a range of national and international conferences. Adelina is the Editor of *Gender in Management: An International Journal*, an editorial board member of *Equality, Diversity and Inclusion: An International Journal* and co-track Chair of the Gender in Management stream at the British Academy of Management Conference. She has devised and delivered programmes on personal and professional development for women working in the higher education sector.

**Patricia Bryans** is Reader in Leadership and Management at the University of Sunderland, UK. Her research focuses on gender issues of leadership,

the experiences of women managers, media representations of women leaders, and leadership education. She is particularly interested in innovative methods for enhancing the teaching of qualitative research methods. Her work has been published in journals including *Management Learning*, *Gender in Management*, *Gender and Education*, *Qualitative Research in Organizations and Management*, *Futures Journal* and the *Journal of Workplace Learning*. She has presented papers at international conferences in the UK and Europe, authored and co-authored several book chapters and with Sharon Mavin received the Outstanding Article of the Year Award by the journal *Women in Management Review* for their article 'Gender on the Agenda in Management Education'. Trish has designed and delivered management development programmes for many organizations, particularly in the public sector. She is an experienced executive coach.

**Linda L. Carli**, a social psychologist, has taught at Wellesley College, USA, since 1991. An authority on gender discrimination and the challenges faced by professional women, she is the author (with Alice Eagly) of *Through the Labyrinth: The Truth About How Women Become Leaders* (Harvard Business School Press, 2007), published in conjunction with the Center for Public Leadership at the Kennedy School of Government. The book received the 2008 Distinguished Publication Award from the Association of Women in Psychology; an article based on the book received a McKinsey Award as the second most significant article published in the *Harvard Business Review* in 2007. In 2001, she co-edited a volume of the *Journal of Social Issues* that focused on women leaders. Her research on the effects of gender on women's leadership, group interaction, communication, influence, and reactions to adversity, has resulted in more than 100 scholarly articles, book chapters, and presentations.

**Silvia De Simone** is a Senior Researcher in Work and Organizational Psychology and teaches human resource management (HRM) at the University of Cagliari (Faculty of Human Sciences) in Italy. She is the coordinator of the Masters in HRM at Cagliari University. Her research interests focus on work–family interface, diversity and equality at the workplace, well-being at work, occupational health, safety and stress.

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**Sandra L. Fielden**, PhD, is a Senior Lecturer in Organizational Psychology in the Manchester Business School at the University of Manchester. She is well known globally for her work as Editor of the Emerald journal *Gender in Management: An International Journal* over the last ten years, and has been awarded Editor of the Year 2002, 2005 and for Outstanding Service in 2010. She has published two books and numerous chapters in the area of women's entrepreneurship and her current research interests include gender and ethnic entrepreneurship, gender in management, coaching and mentoring, sexual harassment and evaluation studies.

**Jane L. Fowler**, PhD, works in the School of Human Services and Social Work at Griffith University in Queensland, Australia. She is an inaugural Fellow of the Higher Education Research and Development Society of Australia and a member of the Australian Psychological Society. Jane's two main areas of research are healthy and productive workplaces and effective learning and teaching practices. A particular focus of her research is mentoring – investigating the relationship between mentee and mentor. She has designed, implemented, and evaluated mentoring programmes for organizations in Australia and internationally, including the FBI in West Virginia. Jane has been the recipient of an Australian Award for University Teaching.

**Vipin Gupta** is Associate Dean, MBA Director, Co-director of the Global Management Center, and Professor of Management at the California State University, San Bernardino. He has been a Japan Foundation fellow, and a Research Scholar at the University of Tokyo. He is a recipient of the Society for Industrial and Organizational Psychology's M. Scott Myers Award for Applied Research 2005. His research focuses on culture, sustainable and comparative strategy and management, organizational and technological transformations, emerging markets, entrepreneurial and women's leadership, and family business models. He has authored or edited 16 books, including the seminal GLOBE book on culture and leadership in 62 societies, 11 books on family business models

in different cultures, and a strategy textbook. He has published more than 150 articles, and has presented at conferences and seminars in over 40 nations. He received his PhD from the Wharton School of the University of Pennsylvania.

**Edeltraud Hanappi-Egger** holds a PhD in Computer Science and is Full Professor for Gender and Diversity in Organizations. She was Head of the Department of Management at Vienna University of Economics and Business (WU). She was guest researcher at several international research institutions (recently at McGill University). Since 2008 she has been a member of the University Board of the Graz University of Technology and of the 'Young Faculty' of the Austrian Academy of Sciences. In 2014 she got the Jean Monnet Chair for 'Gendered Inequalities and Classism in Europe' from the European Commission. Edeltraud has published more than 350 articles, books and book chapters on gender and diversity, organization studies and diversity management.

**Susan Hass** is currently Professor of Management at the Simmons College School of Management, Boston, MA, USA, where she was previously Associate Dean. Her current research interests focus on risk, fraud, governance and ethics and their overlay on the successful execution of strategy in organizations of all types. Hass consults and coaches executives at international organizations on these topics and has presented her work at many national and international conferences. Hass was lead investigator on a grant from the Research Foundation of the Institute of Internal Auditors studying the global state of the internal audit profession. Aside from numerous academic journal articles resulting from the database created by this research, she co-authored the book, *A Global Summary of the Common Body of Knowledge (CBOK)* 2006 summarizing the state of the internal auditing profession worldwide. Hass is a graduate of Boston University and Harvard Business School.

**Madeline E. Heilman** is Professor of Psychology at New York University where for over 20 years she served as Coordinator of the Industrial/Organizational Psychology programme. After receiving her PhD from Columbia University, she spent eight years as a member of the faculty at Yale's School of Organization and Management. She also spent the 1998–99 academic year as a Visiting Professor at Columbia University's Graduate School of Business. An author and co-author of over 70 published articles, she has been on the editorial boards of the *Journal of Conflict Resolution*, *Organization Dynamics*, *Journal of Applied Behavioral Science*, *Organizational Behavior and Human Decision Processes* and the *Academy of Management Review*. Professor Heilman currently serves on

the board of the *Journal of Applied Psychology*. Her research has focused on sex bias in work settings, the dynamics of stereotyping and the unintended consequences of preferential selection processes.

**Charlotte Holgersson** is Researcher at the Department of Industrial Economics and Management at KTH Royal Institute of Technology in Stockholm, Sweden. Her research is located in the intersection between organization and management studies and gender studies. One of her main empirical concerns has been the perpetuation of men's dominance in top positions in organizations. She defended her doctoral thesis on the recruitment of managing directors and the concept of homosociality in 2003 at the Stockholm School of Economics. She is also interested in processes of change and several of her research projects focus on gender equality and diversity practices in organizations.

**Viki Holton** is a Research Fellow at Ashridge Business School, UK. She specializes in diversity and issues about women managers. She also has researched on a broad range of business and management issues including management effectiveness, career development, learning, teams, HR and leadership development. Viki regularly presents at conferences and her current research projects include women as leaders in the Higher Education sector. She was an early member and supporter of the European Women's Management Development Network – as a Board member and for a number of years edited the network's newsletter. Her publications include a book, co-authored with Fiona Dent, *Women in Business: Navigating Career Success* (Palgrave Macmillan, 2012).

**Kate Huppertz** is a Senior Lecturer in Sociology in the School of Social Sciences and Psychology at the University of Western Sydney, Australia. Her research explores gender and social class practices, inequalities and relationships. Her recent projects have examined the relations between gender, social class, occupations and mothering. Her publications include the books: *The Good Mother: Contemporary Motherhoods in Australia* (with Susan Goodwin, 2010), *Gender Capital at Work: Intersections of Femininity, Masculinity, Class and Occupation* (2012) and *Identity and Belonging* (with Mary Hawkins and Amie Matthews, forthcoming). Kate is Book Review Editor for the *Journal of Sociology* and is a member of the Institute for Culture and Society and the Sexualities and Genders Research Network at UWS.

**Ulla Hytti** is a Professor in Entrepreneurship in the Turku School of Economics at the University of Turku, Finland. Her research interests include entrepreneurial identities, entrepreneurial careers, entrepreneurship education and gender in the context of family firms and innovation.



She was a guest co-editor in a Special Issue on Gender and Innovation for the *International Journal of Gender and Entrepreneurship* in 2013, and she is currently co-editing a *Research Handbook on Gender and Innovation* for Edward Elgar (together with G. Alsos and E. Ljunggren). Ulla Hytti is also an Associate Editor in the *Journal of Small Business Management*, and on the Editorial Board for the *International Journal of Entrepreneurship and Innovation*. She has published articles in academic books and in entrepreneurship and management, such as *Gender in Management*, *International Journal of Human Resource Management*, *International Journal of Manpower*, and *International Journal of Entrepreneurial Behaviour and Research*.

**Janet L. Kottke** is Professor of Psychology at California State University, San Bernardino, where she founded the Master's programme in industrial and organizational psychology. Her primary scholarly works are in diversity, measurement and pedagogy. Currently, she is investigating the glass cliff phenomenon with a special focus on the underlying mechanisms of stereotyping the leadership characteristics of men and women. She has consulted with and for public and private organizations on organizational structure, human resource practices, and programme evaluation.

**Savita Kumra** is a Senior Lecturer at Brunel Business School, UK. Savita completed her doctorate at Cranfield School of Management in the UK and is co-track Chair of the Gender in Management track at the British Academy of Management, Associate Editor of *Gender, Work & Organization* and an Editorial Board Member of *Gender in Management: An International Journal*. She is also International Research Fellow in the Novak Druce Centre for Professional Service Firms at the Said Business School, University of Oxford. Savita has recently edited the *Oxford Handbook of Gender in Organizations* with colleagues Ruth Simpson and Ron Burke and has also published a textbook with Oxford University Press with colleague Simonetta Manfredi, *Managing Equality and Diversity: Theory and Practice*, which won the CMI Management and Leadership Textbook of the year in 2013. She has published in *British Journal of Management*, *Gender, Work & Organization*, *Journal of Business Ethics* and *Gender in Management: An International Journal*.

**Leslie A. Levin** is an Associate Professor of Business at Marymount Manhattan College, USA, teaching courses in advertising, marketing, and consumer behaviour. Her research interests include women in management, and religious imagery in advertising. Prior to her academic career, she worked in product management and marketing at the former Burson-Marsteller public relations agency, Lever Brothers, Bristol-Myers,

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**Linley Lord** is an Associate Professor and the Chair of the Academic Board at Curtin University. She holds a Doctor of Business Administration from Curtin University, Western Australia. She is also the Academic Director for the Curtin Leadership Centre and the Director of the Maureen Bickley Centre for Women in Leadership (MBC) at Curtin's Graduate School of Business. The MBC was established in March 2008 within the Curtin Graduate School of Business to promote and enable the increased representation of women in leadership roles. Linley's current research interests include women in STEM (science, technology, engineering and maths) careers, women's experience in leadership roles, new models of leadership, and women on boards (corporate and university boards). She is a member of the Chamber of Minerals and Energy (WA) Women in Resources Reference Group. In addition she has been a sessional member of the Western Australian State Administrative Tribunal since its inception in 2005.

**Francesca Manzi** is a Social Psychology doctoral student at New York University, where she works with Dr Madeline Heilman. After receiving her undergraduate Degree in Psychology with a concentration in organizational psychology from Universidad Católica de Chile, she was project coordinator at MIDE UC (the Measurement Center at Universidad Católica de Chile). She joined the Social Psychology programme in 2012. Her main research interests include gender stereotypes and the effects of gender-based expectations on evaluations of women and men, particularly in the context of gender-incongruent roles and domains.

**Mary Mattis** is the Director of the Institutional Review Board (IRB) of the New York City Department of Education, the largest school system in the USA. The IRB reviews over 400 proposals annually, ensuring that research conducted in NYC public schools meets professional standards

for the treatment of human subjects, research design and ethical practices. During 14 years at Catalyst, she provided leadership for research, advisory services and the Information Center, authored a number of Catalyst's seminal research reports and worked with Fortune 500 companies and top US firms to identify best practices for recruiting, retaining and advancing women in business and the professions. She has authored numerous publications on the status of women in US business organizations, women's representation on corporate boards, workplace flexibility, and women's entrepreneurship. Prior to joining the NYC Department of Education, she was the Senior Officer for Evaluation and Research at the Wallace Foundation.

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**Sylvia Maxfield** has experience in both the academic and business worlds and she has become a specialist in the global economy, financial crises and corporate social responsibility. Before becoming Dean of the Providence College School of Business in the USA, she was MBA Director and Professor of Management at Simmons College. In business, Dr Maxfield was Vice President and Senior Sovereign Credit Analyst at the Wall Street firm of Lehman Brothers. At Yale for ten years, Dr Maxfield held joint faculty appointments in Management and Political Science and directed the Master's programme in International Relations. She has published several dozen books and articles about the interface of politics, society and financial markets and has translated her research for non-academic audiences through publication in

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**Agneta Moulettes** received her PhD from the School of Economics and Business Administration, Lund University in Sweden and is currently working as an Assistant Professor at the Department of Strategic Communication. She takes a special interest in post-colonial perspectives mainly to expose the dark side of culture and gender issues related to immigration. Her current research focuses on labour market intermediaries' role in integrating immigrants into the Swedish labour market and older workers' career opportunities and attitudes to retirement. She has published in *Journal of Multicultural Discourses*, *Gender in Management* and *Management Learning* and received an Emerald Highly Recommended Paper Award for her article 'The Absence of Women's Voices in Hofstede's *Culture's Consequences: A Postcolonial Reading*' in 2007.

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**Vincenza (Cinzia) Priola**, PhD, is a Senior Lecturer in Organisation Studies at The Open University Business School in the UK. Her research interests focus mainly around issues of employee and managerial identities, gender, sexuality, diversity and inclusion in the workplace and how the concepts of brand and branding are experienced within organizations. Her book *Branded Lives: The Production and Consumption of Meaning at Work* (co-edited with Matthew Brannan and Elisabeth Parsons, 2011) is published by Edward Elgar. She is an associate editor of *Gender Work and Organization* and her latest work has been published in *Organization Studies*, *British Journal of Management* and *Gender Work and Organization*.

**Jane Redshaw** is a Senior Lecturer in Psychology and Society in the School of Social, Psychological and Communication Studies at Leeds Beckett University, UK. Her research interests are in women in management, the impact of children on women's career development and the effects of parent-child interaction on language development. Before moving to Leeds Beckett University Jane was based at the Medical Research Council, Child Psychiatry Unit, Institute of Psychiatry, University of London. During this time Jane conducted research into interactions between parents and children and how these influence language development, particularly in twins. She has also published numerous texts.

**Cristina Reis** is currently developing her research activities at ReisCenter.com. She is Associate Professor of Management and taught in the United States as well as in European countries namely in Austria, Finland, Germany and Portugal. Dr Reis has several academic publications in the *Social Responsibility Journal*, *Social Business*, *Tamara Journal for Critical Organization Inquiry* and others. Dr Reis is the author of *Careers and Talent Management: A Critical Perspective* (forthcoming) and *Men Working as Managers in a European Multinational Company* (2004). She is co-editor of *Careers Without Borders* (2013).

**Anne Ross-Smith** is Associate Dean, Curriculum and Quality Assurance, and Professor of Management Learning in the Faculty of Business and Economics at Macquarie University, New South Wales, Australia. She holds a PhD in Management from Macquarie University. Her major

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**Angelika Schmidt** is Associate Professor, Institute for Change Management and Management Development, WU Vienna, Department for Management. Her research focuses on issues of employment relations, HR strategies, work–life boundaries and gender issues. Her articles have been published in *Journal of Managerial Psychology*, *Gender, Work & Organization*, *Management Revue*, *European Journal of International Management*, *Equality, Diversity and Inclusion – An International Journal*, and *British Journal of Management*.

**Mary Shapiro** holds the Diane K. Trust Professorship for Leadership Development, and teaches undergraduates, graduates, and executives at Simmons College School of Management in Boston, MA. She specializes in team building and leadership, communication across diverse stakeholders, and strategic career management. She researches and publishes in the areas of women, their careers, their risk-taking, and their use of power. Shapiro co-authored two books on interviewing and career management; developed ‘Communication Styles Diagnostic’, an online tool that has been used by thousands of managers to improve their effectiveness with individuals and teams; and in 2014 published *The HBS Guide to Leading Teams* with Harvard Business School Press. Shapiro consults with Fortune 500 companies, private institutions, non-profits and boards to create strategic plans, launch teams, and intervene in teams in crises. She serves as First Chair on the Board of the Girl Scouts of Eastern Massachusetts (GSEM).

**Alison Sheridan** is Professor of Management in the UNE Business School at the University of New England. She has been teaching and researching on women in paid work, including their representation on boards, for more than 20 years. She has held a number of board roles, is a graduate

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**Ruth Simpson** is Professor of Management at Brunel Business School. Her research interests include gender and emotions, gender and management education and gender and careers. She has published in *Human Relations*, *British Journal of Management*, *Management Learning*, *Work, Employment and Society*, and *Organization*. Authored and co-authored books include *Gendering Emotions in Organizations* (2007), *Men in Caring Occupations* (2009) and *Dirty Work: Concepts and Identities* (2012).

**Paul Smith** is an Honorary Fellow of the Australian Institute of Business Wellbeing at the Sydney Business School. He was a Lecturer in the School of Psychology at the University of Wollongong from 2004–13. Currently he runs his own business, Peak Potential, and specializes in resilience training and psychological testing. His interest in glass ceilings stems from his career as a corporate trainer, presenting workshops for private and government organizations. He has given speeches at many conferences for women including the Australian Local Government Women's Association and the Australasian Women's Firefighting Association. His research has been published in *Gender in Management: An International Journal*, *Career Development International* and the *Journal of Happiness Studies*. He is the author of two books on positive psychology, *How to Have an Outstanding Life* and *1001 Questions to Change Your Life*.

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