

## Veronika Job, PhD

University of Vienna  
Faculty of Psychology

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1040 Vienna, Austria  
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### Education

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Venia Legendi in Psychology, University of Zurich, May 2017  
Habilitation Thesis: Lay Theories about Willpower

Doctor of Philosophy (Ph.D.), University of Zurich, Department of Psychology, May 2007  
Doctoral Dissertation: Antecedents and Consequences of Motive-Goal Congruence  
*Summa Cum Laude* (Supervisor: Prof. Dr. V. Brandstätter)

Master of Arts (M.A.), University of Zurich, Dept. of Psychology, June 2003  
Master's Thesis: Development of an Implicit Association Test (IAT) for the Achievement and Affiliation Motive (Supervisor: Prof. Dr. F. Wilkening)

### Professional Positions

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Professor of Motivation Psychology Department of Occupational, Economic, and Social Psychology Faculty of Psychology, University of Vienna	since 2021
Professor of Social Psychology (W2) Faculty of Psychology, Technische Universität Dresden	2017 – 2021
Senior Teaching and Research Associate (equivalent to Assistant Professor) Department of Psychology, University of Zurich	2014 – 2017
Research Scientist (Ambizione grant awarded by the Swiss National Science Foundation), Department of Psychology, University of Zurich	2011 – 2014
Post-Doctoral Fellow, Department of Psychology, Stanford University (advisor: Carol S. Dweck)	2008 - 2010
Post-Doctoral Fellow, Department of Psychology, University of Zurich (advisor: Veronika Brandstätter)	2007 - 2008
Doctoral Student, Department of Psychology, University of Zurich (Thesis advisors: Veronika Brandstätter)	2003 - 2007

### Grants and Academic Awards

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May 2020	Project funded by the <i>Deutsche Forschungsgemeinschaft</i> (DFG) within the SFB 940/3 Volition and Cognitive Control „The intrinsic value of self-control“ Veronika Job & Franziska Korb Duration: 48 Months EUR 459'300
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- June 2016      Project funded by the Research Talent Development Fund (FAN) from the Alumni UZH  
 „Development of beliefs about willpower in school-aged children“  
 Veronika Job (PI)  
 Duration: 24 Months  
 CHF 50'000
- May 2015      Project funded by the *Deutsche Forschungsgemeinschaft* (DFG)  
 “On the Role of Mental Effort in Ego Depletion”  
 Malte Friese (PI), Veronika Job & David Loschelder  
 Duration: 36 Months  
 EUR 212'825
- March 2015      Project funded by the *Swiss National Science Foundation*  
 (100014\_159395)  
 “Effects of Implicit Theories About Willpower on Self-Regulation, Goal Striving, and Well-Being: A Life-Span Perspective”  
 Veronika Job (PI)  
 Duration: 30 Months  
 CHF 249'697
- September 2011      Young Scholar Grant from the *Jacobs Foundation*  
 “Implicit Theories about Willpower: An Intervention Study”  
 Duration: 18 Months  
 CHF 34'380
- September 2010      *Ambizione* fellowship from the *Swiss National Science Foundation*  
 (PZ00P1\_131858)  
 “Implicit Theories about Willpower: Mechanisms, Replication, and Application”  
 Duration: 36 Months  
 CHF 566'454
- June 2008      P.I. Early Postdoc Mobility Fellowship from the *Swiss National Science Foundation* (PBZHP1-123313)  
 “Implicit Theories on Willpower: What do Lay Theories about Self-Control Strength Matter?”  
 Duration: 22 Months  
 CHF 72'147

### Publications with Peer-Review

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- Francis, Z., & Job, V. (2021). Intended responses to romantic partners' annoying behaviours vary with willpower beliefs. *British Journal of Psychology*, *112*, 549-564. <https://doi.org/10.1111/bjop.12475>
- Francis, Z., Mata, J., Flückiger, L., & Job, V. (2021). Morning resolutions, evening disillusion: Theories of willpower affect how health behaviours change across the day. *European Journal of Personality*, *35*, 398-415. <https://doi.org/10.1177/0890207020962304>
- Gieseler, K., Loschelder, D. D., Job, V., & Friese, M. (2021). A pre-registered test of competing theories to explain ego depletion effects using psychophysiological indicators of mental effort. *Motivation Science*, *7*, 32. <https://doi.org/10.31234/osf.io/ufk52>

- Primoceri, P., Ramer, N., Ullrich, J., & Job, V. (2021). The role of task similarity for ego depletion: a registered report. *Journal of Experimental Social Psychology, 95*, 104133. <https://doi.org/10.1016/j.jesp.2021.104133>
- Bernecker, K. & Job, V. (2020). Too exhausted to go to bed: Implicit theories about willpower and stress predict bedtime procrastination. *British Journal of Psychology, 111*, 126–147. <https://doi.org/10.1111/bjop.12382>
- Compagnoni, M., Sieber, V., & Job, V. (2020). My Brain Needs a Break: Kindergarteners' Willpower Theories Are Related to Behavioral Self-Regulation. *Frontiers in Psychology, 11*, 3567. <https://doi.org/10.3389/fpsyg.2020.601724>
- Di Maio, S., Keller, J., Job, V., Felsenberg, D., Ertel, W., Schwarzer, R., & Knoll, N. (2020). Health demands moderate the link between willpower beliefs and physical activity in patients with knee osteoarthritis. *International Journal of Behavioral Medicine, 27*, 406-414. <https://doi.org/10.1007/s12529-020-09865-w>
- Francis, Z., Sieber, V., & Job, V. (2020). You seem tired, but so am I: Willpower theories and intention to provide support in romantic relationships. *Journal of Social and Personal Relationships, 37*, 738-757. <https://doi.org/10.1177/0265407519877238>
- Schreiber, M., Job, V., & Dohle, S. (2020). Is your health malleable or fixed? The influence of implicit theories on health-related attitudes and behaviour. *Psychology & Health, 35*, 1421-1439. <https://doi.org/10.1080/08870446.2020.1761975>
- Allemand, M., Job, V., & Mroczek, D. K. (2019). Self-control development in adolescence predicts love and work in adulthood. *Journal of Personality and Social Psychology, 117*, 621-634. <http://dx.doi.org/10.1037/pspp0000229>
- Sieber, V., Flückiger, L., Mata, J., Bernecker, K., & Job, V. (2019). Autonomous goal striving promotes a nonlimited theory about willpower. *Personality and Social Psychology Bulletin, 45*, 1295-1307. <https://doi.org/10.1177/0146167218820921>
- Bernecker, K., Job, V. & Hofmann, W. (2018). Experience, resistance, and enactment of desires: Differential relationships with trait measures predicting self-control. *Journal of Research in Personality, 76*, 92-101. <https://doi.org/10.1016/j.jrp.2018.07.007>
- Francis, Z., & Job, V. (2018). Lay theories of willpower. *Social and Personality Psychology Compass, 12*. <https://doi.org/10.1111/spc3.12381>
- Job, V., Sieber, V., Rothermund, K., & Nikitin, J. (2018). Age differences in implicit theories about willpower: Why older people endorse a nonlimited theory. *Psychology and Aging, 33*, 940-952. <http://dx.doi.org/10.1037/pag0000285>
- Napolitano, C. M., & Job, V. (2018). Assessing the implicit theories of willpower for strenuous mental activities scale: multigroup, across-gender, and cross-cultural measurement invariance and convergent and divergent validity. *Psychological Assessment, 30*, 1049-1064. <http://dx.doi.org/10.1037/pas0000557>
- Bernecker, K., Herrmann, M., Brandstätter, V., & Job, V. (2017). Implicit theories about willpower predict subjective well-being. *Journal of Personality, 85*, 136-150. doi: 10.1111/jopy.12225
- Bernecker, K., & Job, V. (2017). Implicit theories about willpower in resisting temptations and emotion control. *Journal of Psychology, 225*, 157-166. doi: 10.1027/2151-2604/a000292

- Friese, M., Frankenbach, J., Job, V., & Loschelder, D. (2017). Does self-control training improve self-control? A meta-analysis. *Perspectives on Psychological Science, 12*, 1077-1099. doi:10.1177/1745691617697076
- Job, V., Nikitin, J., Zhang, S. X., Carr, P. B., & Walton, G. M. (2017). Social traces of generic humans increase the value of everyday objects. *Personality and Social Psychology Bulletin, 43*, 785-792. doi:10.1177/0146167217697694
- Koranyi, N., Hilpert, P., Job, V., & Bodenmann, G. (2017). Automatic affective-motivational regulation processes underlying supportive dyadic coping: The role of increased implicit positive attitudes toward communal goals in response to a stressed relationship partner. *Anxiety, Stress, & Coping*. doi: 10.1080/10615806.2017.1292421
- Savani, K., & Job, V. (2017). Reverse ego-depletion: Acts of self-control can improve subsequent performance in Indian cultural contexts. *Journal of Personality and Social Psychology, 113*, 589-607. doi:10.1037/pspi0000099
- Brandstätter, V., Job, V., & Schulze, B. (2016). Motivational incongruence and well-being at the workplace: Person-job fit, job burnout and physical symptoms. *Frontiers in Psychology, 7*(1153). doi: 10.3389/fpsyg.2016.01153
- Denzinger, F., Backes, S., Job, V., & Brandstätter, V. (2016). Age and gender differences in implicit motives. *Journal of Research in Personality, 65*, 52-61. doi: 10.1016/j.jrp.2016.09.003
- Weiss, D., Job, V., Mathias, M., Grah, S., & Freund A.M. (2016). The end is (not) near: Aging, essentialism, and future time perspective. *Developmental Psychology, 52*, 996-1009. doi: 10.1037/dev0000115
- Bernecker, K., & Job, V. (2015). Beliefs about willpower are related to therapy adherence and psychological adjustment in patients with type 2 diabetes. *Basic and Applied Social Psychology, 37*, 188-195. doi:10.1080/01973533.2015.1049348
- Bernecker, K., & Job, V. (2015). Beliefs about willpower moderate the effect of previous day demands on next day's expectations and effective goal striving. *Frontiers in Psychology, 6*(1496), 1-10. doi: 10.3389/fpsyg.2015.01496
- Brandstätter, V., Giesinger, L., Job, V., & Frank, E. (2015). The role of deliberative vs. implemental mindsets in time prediction and task accomplishment. *Social Psychology, 46*, 104-115. doi:10.1027/1864-9335/a000231
- Job, V., Bernecker, K., Miketta, S. & Friese, M. (2015). Implicit theories about willpower predict the activation of a rest goal following self-control exertion. *Journal of Personality and Social Psychology, 109*, 694-706. doi:10.1037/pspp0000042
- Job, V., Friese, M., & Bernecker, K. (2015). Effects of practicing self-control on academic performance. *Motivation Science, 1*, 219-232. doi: 10.1037/mot0000024
- Job, V., Walton, G. M., Bernecker, K., & Dweck, C. S. (2015). Implicit theories about willpower predict self-regulation and grades in everyday life. *Journal of Personality and Social Psychology, 108*, 637-647. doi:10.1037/pspp0000014
- Job, V., Walton, G. M., Bernecker, K., & Dweck, C. S. (2013). Beliefs about willpower determine the impact of glucose on self-control. *Proceedings of the National Academy of Sciences, 110*, 14837-14842. doi:10.1073/pnas.1313475110

- Job, V., Bernecker, K., & Dweck, C.S. (2012). Are implicit motives the need to feel certain affect? Motive-affect congruence predicts relationship satisfaction. *Personality and Social Psychology Bulletin*, 38, 1552-1565. doi:10.1177/0146167212454920
- Miller, E.M., Walton, G.M., Dweck, C.S., Job, V., Trzesniewski, K.H., McClure, S.M. (2012). Theories of willpower affect sustained learning. *PLoS ONE* 7: e38680. doi:10.1371/journal.pone.0038680
- Bernecker, K., & Job, V. (2011). Assessing implicit motives with an online version of the picture story exercise. *Motivation and Emotion*, 35, 251-266. doi:10.1007/s11031-010-9175-8
- Job, V., Dweck, C. S., & Walton, G. M. (2010). Ego-depletion – Is it all in your head? Implicit theories about willpower affect self-regulation. *Psychological Science*, 21, 1686-1693. doi:10.1177/0956797610384745
- Job, V., Oertig, D., Brandstätter, V., & Allemand, M. (2010). Discrepancies between implicit and explicit motivation as antecedents of unhealthy eating behavior. *Journal of Personality*, 78, 1209-1238. doi:10.1111/j.1467-6494.2010.00648.x
- Job, V. & Brandstätter, V. (2009). To get a taste of your goals: Creating motive-goal congruence by affect-focus goal-fantasy. *Journal of Personality*, 77, 1527-1560. doi:10.1111/j.1467-6494.2009.00591.x
- Job, V., Langens, T. A., & Brandstätter, V. (2009). Effects of achievement goal striving on well-being: The moderating role of the explicit achievement motive. *Personality and Social Psychology Bulletin*, 35, 983-996. doi:10.1177/0146167209336606
- Schüler, J., Job, V., Fröhlich, S., & Brandstätter, V. (2009). Dealing with a “hidden stressor”: Emotional disclosure as a coping strategy to overcome the negative effects of motive incongruence on health. *Stress and Health*, 25, 221-233. doi:10.1002/smi.1241
- Allemand, M., Job, V., Christen, S., & Keller, M. (2008). Forgivingness and action orientation. *Personality and Individual Differences*, 45, 762-766. doi:10.1016/j.paid.2008.08.002
- Schüler, J., Job, V., Fröhlich, S., & Brandstätter, V. (2008). A high implicit affiliation motive does not always make you happy: A corresponding explicit motive and corresponding behavior are further needed. *Motivation and Emotion*, 32, 231-242. doi:10.1007/s11031-008-9096-y

### Contributions to Books

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- Bernecker K., & Job V. (2019) Mindset Theory. In: Sassenberg K. & Vliek M. (Eds): *Social Psychology in Action*. Springer, Cham.
- Bernecker, K., & Job, V. (2018). Implicit theories about willpower and their implications for health and well-being. In D. de Ridder, M. Adriaanse, & K. Fujita (Eds.), *Handbook of self-control in health and wellbeing*. Routledge.
- Job, V., & Walton, G. M. (2017). Lay theories of self-control. In C. Zedelius, B. Muller, and J. Schooler (Eds.), *The Science of Lay Theories: How Beliefs Shape Our Cognition, Behavior, and Health*. Springer.
- Job, V. (2016). Implicit theories about willpower. In E. R. Hirt, L. Jia, & J. J. Clarkson (Eds.), *Self-regulation and ego control*. San Diego, CA: Elsevier.

## Invited Talks and Colloquial Presentations

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Job, V. (2017, May). *Effekte impliziter Theorien der Willenskraft auf Selbstregulation, Zielstreben und Wohlbefinden [Effects of theories about willpower on self-control, goal striving and academic performance]*. Invited talk at the Department of General Psychology II, Friedrich-Schiller-University Jena, Jena, Germany.

Job, V. (2016, Mai). *Is self-control a limited resource? Effects of beliefs about willpower on self-control*. Sixth International Symposium on Biology of Decision Making (SBDM), Paris, France.

Job, V. (2015, November). *Effects of beliefs about willpower on self-control*. Rita Vuyk Lecture, Developmental Psychology, University of Amsterdam, Amsterdam, Netherlands.

Job, V. (2015, November). *Effects of beliefs about willpower on self-control*. Faculty of Social and Behavioural Sciences, Department of Psychology, University of Utrecht, Utrecht, Netherlands.

Job, V. (2015, October). *Effects of beliefs about willpower on self-control*. Invited talk at the Behavioral Studies Colloquium, ETH Zurich, Zurich, Switzerland.

Job, V. (2015, May). *Effects of Beliefs about Willpower on Self-Control*. Invited talk at the UoC Forum “Motivation, Self-Control, and Economic Behavior”, Center for Social and Economic Behavior, University of Cologne, Cologne, Germany.

Job, V. (2015, March). *Effekte impliziter Theorien der Willenskraft auf Selbstregulation, Zielstreben und Wohlbefinden [Effects of theories about willpower on self-control, goal striving and academic performance]*. Invited talk at the Institute of Educational Science, University of Bern, Bern, Switzerland.

Job, V. (2014, November). *Implicit theories about willpower predict the activation of a rest goal following self-control exertion*. Invited talk at the Division of Social Neuropsychology and Social Neuroscience, Department of Psychology, University of Bern, Bern, Switzerland.

Job, V. (2014, October). *Effekte impliziter Theorien der Willenskraft auf Selbstregulation, Zielstreben und Wohlbefinden [Effects of theories about willpower on self-control, goal striving and academic performance]*. Invited talk at the Department of Psychology, University of Basel, Basel, Switzerland.

Job, V. (2014, May). *Effekte impliziter Theorien der Willenskraft auf Selbstregulation, Zielstreben und Wohlbefinden [Effects of theories about willpower on self-control, goal striving and academic performance]*. Invited talk at the Department of General Psychology II, Friedrich-Schiller-University Jena, Jena, Germany.

Job, V. (2014, March). *Implizite Theorien der Willenskraft: Effekte auf Selbstkontrolle und akademische Leistung [Effects of theories about willpower on self-control, goal striving and academic performance]*. Invited talk at the School of Social Sciences, University of Mannheim, Mannheim, Germany.

Job, V. (2013, November). *Effects of theories about willpower on self-control*. Invited talk at the Department of Economics, University of Zurich, Zurich, Switzerland.

Job, V. (2013, January). *Implizite Theorien der Willenskraft als Determinanten der Selbstkontrolle [Implicit theories about willpower as determinants of self-control]*. Invited talk at the Division of Social Psychology, Saarland University, Saarbrücken, Germany.

Job, V. (2012, November). *Effects of theories about willpower on self-control*. Invited talk at the Geneva Motivation Lab, Université de Genève, Switzerland.

Job, V. (2012, July). *Implizite Motive als Bedürfnisse nach spezifischem Affekt. Motiv- Affekt Kongruenz bestimmt Beziehungs- und Arbeitszufriedenheit* [Implicit motives as needs for certain affect: Motive-affect congruence predicts relationship and work satisfaction]. Invited talk at the Technische Universität München, Munich, Germany.

Job, V. (2011, October). *Ego-depletion – Is it all in your head? Implicit theories about willpower affect self-regulation*. Invited talk at the Social, Organisational, and Economic Psychology, Erfurt University, Erfurt, Germany.

Job, V. (2011, March). *Ego-depletion – Is it all in your head? Implicit theories about willpower affect self-regulation*. Invited talk at the University of Basel, Switzerland.

### Academic Awards

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2016 Conrad Ferdinand Meyer-Award, Research award from the Conrad Ferdinand Meyer-Foundation (CHF 20'000.-)

2006 Best poster award in the category „Dissertations“ at the LiDoKo of the Department of Psychology, University of Zurich

### Editorial Responsibilities

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Since 2021 Social Psychological Personality Science (SPPS), Associate Editor

Since 2018 Motivation Science, Member of the Editorial Board

Since 2017 Journal of Personality and Social Psychology: Attitudes and Social Cognition, Member of the Editorial Board

2017 - 2021 British Journal of Psychology, Associate Editor

### Ad Hoc Reviewer for

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Basic and Applied Social Psychology, British Journal of Educational Psychology, Current Directions in Psychological Science, Educational Psychology, European Journal of Social Psychology, Experimental and Clinical Psychopharmacology, Journal of Applied Social Psychology, Journal of Articles in Support of the Null Hypothesis, Journal of Experimental Psychology, Journal of Experimental Social Psychology, Journal of Personality, Journal of Personality and Social Psychology, Journal of Research in Personality, Perspectives on Psychological Science, PLoS ONE, Psychological Review, Psychological Science, Psychoneuroendocrinology, Motivation and Emotion, Social Cognition, Social Psychology, Social and Personality Psychology Compass, Social Psychological and Personality Science, Swiss Journal of Psychology

### Professional Affiliations

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Association for Psychological Science (APS)  
 Deutsche Gesellschaft für Psychologie (DGPS), Fachgruppe Sozialpsychologie  
 Society for Experimental Social Psychology (SESP)  
 Society for Personality and Social Psychology (SPSP)  
 Social Psychology Network (SPN)  
 Schweizer Gesellschaft für Psychologie (SGP)