Adam M Grant

List of Publications by Year
in descending order

63￼papers	17,526￼citations	47409￼49￼h-index	145109￼60￼g-index
63￼all docs	63￼docs citations	63￼times ranked	10273￼citing authors

#	Article	IF	Citations
1	The dynamics of proactivity at work. Research in Organizational Behavior, 2008, 28, 3-34.	0.9	1,314
2	Relational Job Design and the Motivation to Make a Prosocial Difference. Academy of Management Review, 2007, 32, 393-417.	7.4	1,306
3	Does intrinsic motivation fuel the prosocial fire? Motivational synergy in predicting persistence, performance, and productivity.. Journal of Applied Psychology, 2008, 93, 48-58.	4.2	1,204
4	The Necessity of Others is The Mother of Invention: Intrinsic and Prosocial Motivations, Perspective Taking, and Creativity. Academy of Management Journal, 2011, 54, 73-96.	4.3	989
5	A Socially Embedded Model of Thriving at Work. Organization Science, 2005, 16, 537-549.	3.0	933
6	The significance of task significance: Job performance effects, relational mechanisms, and boundary conditions.. Journal of Applied Psychology, 2008, 93, 108-124.	4.2	770
7	7â€ƒRedesigning Work Design Theories: The Rise of Relational and Proactive Perspectives. Academy of Management Annals, 2009, 3, 317-375.	5.8	604
8	A little thanks goes a long way: Explaining why gratitude expressions motivate prosocial behavior.. Journal of Personality and Social Psychology, 2010, 98, 946-955.	2.6	568
9	Good soldiers and good actors: Prosocial and impression management motives as interactive predictors of affiliative citizenship behaviors.. Journal of Applied Psychology, 2009, 94, 900-912.	4.2	562
10	Happiness, Health, or Relationships? Managerial Practices and Employee Well-Being Tradeoffs. Academy of Management Perspectives, 2007, 21, 51-63.	4.3	511
11	When Callings Are Calling: Crafting Work and Leisure in Pursuit of Unanswered Occupational Callings. Organization Science, 2010, 21, 973-994.	3.0	481
12	7â€ƒRedesigning Work Design Theories: The Rise of Relational and Proactive Perspectives. Academy of Management Annals, 2009, 3, 317-375.	5.8	480
13	Too Much of a Good Thing. Perspectives on Psychological Science, 2011, 6, 61-76.	5.2	478
14	GETTING CREDIT FOR PROACTIVE BEHAVIOR:SUPERVISOR REACTIONS DEPEND ON WHAT YOU VALUE AND HOW YOU FEEL. Personnel Psychology, 2009, 62, 31-55.	2.2	411
15	Giving Commitment: Employee Support Programs and The Prosocial Sensemaking Process. Academy of Management Journal, 2008, 51, 898-918.	4.3	398
16	Impact and the art of motivation maintenance: The effects of contact with beneficiaries on persistence behavior. Organizational Behavior and Human Decision Processes, 2007, 103, 53-67.	1.4	384
17	Leading with Meaning: Beneficiary Contact, Prosocial Impact, and the Performance Effects of Transformational Leadership. Academy of Management Journal, 2012, 55, 458-476.	4.3	372
18	Reversing the Extraverted Leadership Advantage: The Role of Employee Proactivity. Academy of Management Journal, 2011, 54, 528-550.	4.3	358

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19	The Bright Side of Being Prosocial at Work, and the Dark Side, Too: A Review and Agenda for Research on Other-Oriented Motives, Behavior, and Impact in Organizations. Academy of Management Annals, 2016, 10, 599-670.	5.8	323
20	Meaningful Work: Connecting Business Ethics and Organization Studies. Journal of Business Ethics, 2014, 121, 77-90.	3.7	298
21	Giving Time, Time After Time: Work Design and Sustained Employee Participation in Corporate Volunteering. Academy of Management Review, 2012, 37, 589-615.	7.4	277
22	Mission possible? The performance of prosocially motivated employees depends on manager trustworthiness.. Journal of Applied Psychology, 2009, 94, 927-944.	4.2	264
23	Unanswered Questions about Public Service Motivation: Designing Research to Address Key Issues of Emergence and Effects. Public Administration Review, 2010, 70, 691-700.	2.9	247
24	Rocking the Boat but Keeping It Steady: The Role of Emotion Regulation in Employee Voice. Academy of Management Journal, 2013, 56, 1703-1723.	4.3	229
25	The Neglected Science and Art of Quasi-Experimentation. Organizational Research Methods, 2009, 12, 653-686.	5.6	212
26	It's Not All About Me. Psychological Science, 2011, 22, 1494-1499.	1.8	204
27	I won't let you down… or will I? Core self-evaluations, other-orientation, anticipated guilt and gratitude, and job performance.. Journal of Applied Psychology, 2010, 95, 108-121.	4.2	201
28	Employees without a Cause: The Motivational Effects of Prosocial Impact in Public Service. International Public Management Journal, 2008, 11, 48-66.	1.2	197
29	Doing good buffers against feeling bad: Prosocial impact compensates for negative task and self-evaluations. Organizational Behavior and Human Decision Processes, 2010, 111, 13-22.	1.4	175
30	Seeking help in the shadow of doubt: The sensemaking processes underlying how nurses decide whom to ask for advice.. Journal of Applied Psychology, 2009, 94, 1261-1274.	4.2	166
31	Job Titles as Identity Badges: How Self-Reflective Titles Can Reduce Emotional Exhaustion. Academy of Management Journal, 2014, 57, 1201-1225.	4.3	154
32	When Job Performance is All Relative: How Family Motivation Energizes Effort and Compensates for Intrinsic Motivation. Academy of Management Journal, 2017, 60, 695-719.	4.3	152
33	The mixed effects of online diversity training. Proceedings of the National Academy of Sciences of the United States of America, 2019, 116, 7778-7783.	3.3	151
34	Making a difference matters: Impact unlocks the emotional benefits of prosocial spending. Journal of Economic Behavior and Organization, 2013, 88, 90-95.	1.0	147
35	Doing Good at Work Feels Good at Home, but Not Right Away: When and Why Perceived Prosocial Impact Predicts Positive Affect. Personnel Psychology, 2012, 65, 495-530.	2.2	140
36	Doing good, doing harm, being well and burning out: The interactions of perceived prosocial and antisocial impact in service work. Journal of Occupational and Organizational Psychology, 2007, 80, 665-691.	2.6	123

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37	Challenging the Norm of Self-Interest: Minority Influence and Transitions to Helping Norms in Work Units. Academy of Management Review, 2012, 37, 547-568.	7.4	121
38	Job design in temporal context: a career dynamics perspective. Journal of Organizational Behavior, 2007, 28, 911-927.	2.9	120
39	THE HOT AND COOL OF DEATH AWARENESS AT WORK: MORTALITY CUES, AGING, AND SELF-PROTECTIVE AND PROSOCIAL MOTIVATIONS.. Academy of Management Review, 2009, 34, 600-622.	7.4	114
40	The performance implications of ambivalent initiative: The interplay of autonomous and controlled motivations. Organizational Behavior and Human Decision Processes, 2011, 116, 241-251.	1.4	103
41	Putting job design in context: Introduction to the special issue. Journal of Organizational Behavior, 2010, 31, 145-157.	2.9	101
42	The Hot and Cool of Death Awareness at Work: Mortality Cues, Aging, and Self-Protective and Prosocial Motivations. Academy of Management Review, 2009, 34, 600-622.	7.4	97
43	Rethinking the Extraverted Sales Ideal. Psychological Science, 2013, 24, 1024-1030.	1.8	95
44	Accountability and ideology: When left looks right and right looks left. Organizational Behavior and Human Decision Processes, 2013, 122, 22-35.	1.4	87
45	Convincing Yourself to Care About Others: An Intervention for Enhancing Benevolence Values. Journal of Personality, 2014, 82, 15-24.	1.8	87
46	Mixed reasons, missed givings: The costs of blending egoistic and altruistic reasons in donation requests. Journal of Experimental Social Psychology, 2012, 48, 1322-1328.	1.3	80
47	Hale and Hearty Policies. Perspectives on Psychological Science, 2015, 10, 701-705.	5.2	79
48	Work matters: Job design in classic and contemporary perspectives.. , 2011, , 417-453.		75
49	Designing jobs to do good: Dimensions and psychological consequences of prosocial job characteristics. Journal of Positive Psychology, 2008, 3, 19-39.	2.6	72
50	Growing at Work: Employees' Interpretations of Progressive Self-Change in Organizations. Organization Science, 2013, 24, 552-570.	3.0	62
51	Bored by Interest: How Intrinsic Motivation in One Task Can Reduce Performance on Other Tasks. Academy of Management Journal, 2019, 62, 415-436.	4.3	56
52	When in doubt, seize the day? Security values, prosocial values, and proactivity under ambiguity.. Journal of Applied Psychology, 2013, 98, 810-819.	4.2	54
53	Outsourcing inspiration: The performance effects of ideological messages from leaders and beneficiaries. Organizational Behavior and Human Decision Processes, 2011, 116, 173-187.	1.4	52
54	Role expansion as a persuasion process. Organizational Psychology Review, 2011, 1, 9-31.	3.0	40

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55	When Putting Work Off Pays Off: The Curvilinear Relationship between Procrastination and Creativity. Academy of Management Journal, 2021, 64, 772-798.	4.3	39
56	Prosocial Motivation at Work. , 2011, , .		36
57	Work Motivation: Directing, Energizing, and Maintaining Effort (and Research). , 0, , 505-519.		35
58	Separating Data From Intuition: Bringing Evidence Into the Management Classroom. Academy of Management Learning and Education, 2014, 13, 104-119.	1.6	32
59	Putting Self-Interest Out of Business? Contributions and Unanswered Questions From Use-Inspired Research on Prosocial Motivation. Industrial and Organizational Psychology, 2009, 2, 94-98.	0.5	25
60	Social Motivation at Work: The Organizational Psychology of Effort for, Against, and with Others. Annual Review of Psychology, 2022, 73, 301-326.	9.9	24
61	The Performer's Reactions to Procedural Injustice: When Prosocial Identity Reduces Prosocial Behavior[1]. Journal of Applied Social Psychology, 2009, 39, 319-349.	1.3	21
62	Taking Your Team Behind the Curtain: The Effects of Leader Feedback-Sharing and Feedback-Seeking on Team Psychological Safety. Organization Science, 2022, 33, 1574-1598.	3.0	19
63	Writing a Book for Real People: On Giving the Psychology of Giving Away. Perspectives on Psychological Science, 2019, 14, 91-95.	5.2	17