

# Adam M Grant

## List of Publications by Year in descending order

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Version: 2024-02-01

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  | Social Motivation at Work: The Organizational Psychology of Effort for, Against, and with Others. <i>Annual Review of Psychology</i> , 2022, 73, 301-326.   | 9.9 | 24        |
| 2  | Taking Your Team Behind the Curtain: The Effects of Leader Feedback-Sharing and Feedback-Seeking on Team Psychological Safety. <i>Organization Science</i> , 2022, 33, 1574-1598.   | 3.0 | 19        |
| 3  | When Putting Work Off Pays Off: The Curvilinear Relationship between Procrastination and Creativity. <i>Academy of Management Journal</i> , 2021, 64, 772-798.  | 4.3 | 39        |
| 4  | Bored by Interest: How Intrinsic Motivation in One Task Can Reduce Performance on Other Tasks. <i>Academy of Management Journal</i> , 2019, 62, 415-436.  | 4.3 | 56        |
| 5  | Writing a Book for Real People: On Giving the Psychology of Giving Away. <i>Perspectives on Psychological Science</i> , 2019, 14, 91-95.  | 5.2 | 17        |
| 6  | The mixed effects of online diversity training. <i>Proceedings of the National Academy of Sciences of the United States of America</i> , 2019, 116, 7778-7783.  | 3.3 | 151       |
| 7  | When Job Performance is All Relative: How Family Motivation Energizes Effort and Compensates for Intrinsic Motivation. <i>Academy of Management Journal</i> , 2017, 60, 695-719.  | 4.3 | 152       |
| 8  | 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. <i>Academy of Management Annals</i> , 2016, 10, 599-670. | 5.8 | 323       |
| 9  | Hale and Hearty Policies. <i>Perspectives on Psychological Science</i> , 2015, 10, 701-705.   | 5.2 | 79        |
| 10 | Separating Data From Intuition: Bringing Evidence Into the Management Classroom. <i>Academy of Management Learning and Education</i> , 2014, 13, 104-119.   | 1.6 | 32        |
| 11 | Convincing Yourself to Care About Others: An Intervention for Enhancing Benevolence Values. <i>Journal of Personality</i> , 2014, 82, 15-24.  | 1.8 | 87        |
| 12 | Job Titles as Identity Badges: How Self-Reflective Titles Can Reduce Emotional Exhaustion. <i>Academy of Management Journal</i> , 2014, 57, 1201-1225.  | 4.3 | 154       |
| 13 | Meaningful Work: Connecting Business Ethics and Organization Studies. <i>Journal of Business Ethics</i> , 2014, 121, 77-90.   | 3.7 | 298       |
| 14 | Making a difference matters: Impact unlocks the emotional benefits of prosocial spending. <i>Journal of Economic Behavior and Organization</i> , 2013, 88, 90-95.   | 1.0 | 147       |
| 15 | Accountability and ideology: When left looks right and right looks left. <i>Organizational Behavior and Human Decision Processes</i> , 2013, 122, 22-35.  | 1.4 | 87        |
| 16 | Growing at Work: Employees' Interpretations of Progressive Self-Change in Organizations. <i>Organization Science</i> , 2013, 24, 552-570.   | 3.0 | 62        |
| 17 | Rethinking the Extraverted Sales Ideal. <i>Psychological Science</i> , 2013, 24, 1024-1030.   | 1.8 | 95        |
| 18 | When in doubt, seize the day? Security values, prosocial values, and proactivity under ambiguity.. <i>Journal of Applied Psychology</i> , 2013, 98, 810-819.  | 4.2 | 54        |

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|----|--|-----|-----------|
| 19 | Rocking the Boat but Keeping It Steady: The Role of Emotion Regulation in Employee Voice. <i>Academy of Management Journal</i> , 2013, 56, 1703-1723.  | 4.3 | 229       |
| 20 | Leading with Meaning: Beneficiary Contact, Prosocial Impact, and the Performance Effects of Transformational Leadership. <i>Academy of Management Journal</i> , 2012, 55, 458-476.               | 4.3 | 372       |
| 21 | Challenging the Norm of Self-Interest: Minority Influence and Transitions to Helping Norms in Work Units. <i>Academy of Management Review</i> , 2012, 37, 547-568.                               | 7.4 | 121       |
| 22 | Giving Time, Time After Time: Work Design and Sustained Employee Participation in Corporate Volunteering. <i>Academy of Management Review</i> , 2012, 37, 589-615.                               | 7.4 | 277       |
| 23 | Doing Good at Work Feels Good at Home, but Not Right Away: When and Why Perceived Prosocial Impact Predicts Positive Affect. <i>Personnel Psychology</i> , 2012, 65, 495-530.                    | 2.2 | 140       |
| 24 | Mixed reasons, missed givings: The costs of blending egoistic and altruistic reasons in donation requests. <i>Journal of Experimental Social Psychology</i> , 2012, 48, 1322-1328.               | 1.3 | 80        |
| 25 | Role expansion as a persuasion process. <i>Organizational Psychology Review</i> , 2011, 1, 9-31.   | 3.0 | 40        |
| 26 | It's Not All About Me. <i>Psychological Science</i> , 2011, 22, 1494-1499.   | 1.8 | 204       |
| 27 | Prosocial Motivation at Work. , 2011, , .  |     | 36        |
| 28 | Reversing the Extraverted Leadership Advantage: The Role of Employee Proactivity. <i>Academy of Management Journal</i> , 2011, 54, 528-550.  | 4.3 | 358       |
| 29 | The performance implications of ambivalent initiative: The interplay of autonomous and controlled motivations. <i>Organizational Behavior and Human Decision Processes</i> , 2011, 116, 241-251. | 1.4 | 103       |
| 30 | Outsourcing inspiration: The performance effects of ideological messages from leaders and beneficiaries. <i>Organizational Behavior and Human Decision Processes</i> , 2011, 116, 173-187.       | 1.4 | 52        |
| 31 | The Necessity of Others is The Mother of Invention: Intrinsic and Prosocial Motivations, Perspective Taking, and Creativity. <i>Academy of Management Journal</i> , 2011, 54, 73-96.             | 4.3 | 989       |
| 32 | Too Much of a Good Thing. <i>Perspectives on Psychological Science</i> , 2011, 6, 61-76.   | 5.2 | 478       |
| 33 | Work matters: Job design in classic and contemporary perspectives.. , 2011, , 417-453.   |     | 75        |
| 34 | Doing good buffers against feeling bad: Prosocial impact compensates for negative task and self-evaluations. <i>Organizational Behavior and Human Decision Processes</i> , 2010, 111, 13-22.     | 1.4 | 175       |
| 35 | Putting job design in context: Introduction to the special issue. <i>Journal of Organizational Behavior</i> , 2010, 31, 145-157.   | 2.9 | 101       |
| 36 | Unanswered Questions about Public Service Motivation: Designing Research to Address Key Issues of Emergence and Effects. <i>Public Administration Review</i> , 2010, 70, 691-700.                | 2.9 | 247       |

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|----|---|-----|-----------|
| 37 | When Callings Are Calling: Crafting Work and Leisure in Pursuit of Unanswered Occupational Callings. <i>Organization Science</i> , 2010, 21, 973-994.   | 3.0 | 481       |
| 38 | I won't let you down or will I? Core self-evaluations, other-orientation, anticipated guilt and gratitude, and job performance.. <i>Journal of Applied Psychology</i> , 2010, 95, 108-121.            | 4.2 | 201       |
| 39 | A little thanks goes a long way: Explaining why gratitude expressions motivate prosocial behavior.. <i>Journal of Personality and Social Psychology</i> , 2010, 98, 946-955.                          | 2.6 | 568       |
| 40 | Redesigning Work Design Theories: The Rise of Relational and Proactive Perspectives. <i>Academy of Management Annals</i> , 2009, 3, 317-375.  | 5.8 | 480       |
| 41 | The Hot and Cool of Death Awareness at Work: Mortality Cues, Aging, and Self-Protective and Prosocial Motivations. <i>Academy of Management Review</i> , 2009, 34, 600-622.                           | 7.4 | 97        |
| 42 | Mission possible? The performance of prosocially motivated employees depends on manager trustworthiness.. <i>Journal of Applied Psychology</i> , 2009, 94, 927-944.                                   | 4.2 | 264       |
| 43 | Good soldiers and good actors: Prosocial and impression management motives as interactive predictors of affiliative citizenship behaviors.. <i>Journal of Applied Psychology</i> , 2009, 94, 900-912. | 4.2 | 562       |
| 44 | Putting Self-Interest Out of Business? Contributions and Unanswered Questions From Use-Inspired Research on Prosocial Motivation. <i>Industrial and Organizational Psychology</i> , 2009, 2, 94-98.   | 0.5 | 25        |
| 45 | GETTING CREDIT FOR PROACTIVE BEHAVIOR: SUPERVISOR REACTIONS DEPEND ON WHAT YOU VALUE AND HOW YOU FEEL. <i>Personnel Psychology</i> , 2009, 62, 31-55.   | 2.2 | 411       |
| 46 | The Performer's Reactions to Procedural Injustice: When Prosocial Identity Reduces Prosocial Behavior. <i>Journal of Applied Social Psychology</i> , 2009, 39, 319-349.                               | 1.3 | 21        |
| 47 | The Neglected Science and Art of Quasi-Experimentation. <i>Organizational Research Methods</i> , 2009, 12, 653-686.   | 5.6 | 212       |
| 48 | Redesigning Work Design Theories: The Rise of Relational and Proactive Perspectives. <i>Academy of Management Annals</i> , 2009, 3, 317-375.  | 5.8 | 604       |
| 49 | Seeking help in the shadow of doubt: The sensemaking processes underlying how nurses decide whom to ask for advice.. <i>Journal of Applied Psychology</i> , 2009, 94, 1261-1274.                      | 4.2 | 166       |
| 50 | THE HOT AND COOL OF DEATH AWARENESS AT WORK: MORTALITY CUES, AGING, AND SELF-PROTECTIVE AND PROSOCIAL MOTIVATIONS.. <i>Academy of Management Review</i> , 2009, 34, 600-622.                          | 7.4 | 114       |
| 51 | The dynamics of proactivity at work. <i>Research in Organizational Behavior</i> , 2008, 28, 3-34.   | 0.9 | 1,314     |
| 52 | Designing jobs to do good: Dimensions and psychological consequences of prosocial job characteristics. <i>Journal of Positive Psychology</i> , 2008, 3, 19-39.  | 2.6 | 72        |
| 53 | Employees without a Cause: The Motivational Effects of Prosocial Impact in Public Service. <i>International Public Management Journal</i> , 2008, 11, 48-66.  | 1.2 | 197       |
| 54 | Does intrinsic motivation fuel the prosocial fire? Motivational synergy in predicting persistence, performance, and productivity.. <i>Journal of Applied Psychology</i> , 2008, 93, 48-58.            | 4.2 | 1,204     |

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|----|--|-----|-----------|
| 55 | The significance of task significance: Job performance effects, relational mechanisms, and boundary conditions.. Journal of Applied Psychology, 2008, 93, 108-124.   | 4.2 | 770       |
| 56 | Giving Commitment: Employee Support Programs and The Prosocial Sensemaking Process. Academy of Management Journal, 2008, 51, 898-918.  | 4.3 | 398       |
| 57 | Happiness, Health, or Relationships? Managerial Practices and Employee Well-Being Tradeoffs. Academy of Management Perspectives, 2007, 21, 51-63.  | 4.3 | 511       |
| 58 | Relational Job Design and the Motivation to Make a Prosocial Difference. Academy of Management Review, 2007, 32, 393-417.  | 7.4 | 1,306     |
| 59 | Job design in temporal context: a career dynamics perspective. Journal of Organizational Behavior, 2007, 28, 911-927.  | 2.9 | 120       |
| 60 | 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       |
| 61 | 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       |
| 62 | A Socially Embedded Model of Thriving at Work. Organization Science, 2005, 16, 537-549.  | 3.0 | 933       |
| 63 | Work Motivation: Directing, Energizing, and Maintaining Effort (and Research). , 0, , 505-519.   |     | 35        |