Michael H. Yeomans

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Academic Employment

2020 – current : Assistant Professor, Imperial College London
Strategy & Organisational Behaviour

2014 – 2020: Post-Doctoral Fellow, Harvard University
2014 - 2016 : Department of Economics
2016 - 2018 : Institute for Quantitative Social Science
2018 : Teaching Systems Lab, Massachusetts Institute of Technology
2018 - 2020 Harvard Business School, Negotiations Organizations & Markets

Education

2009 – 2014: University of Chicago Booth School of Business,
Ph.D. & MBA in Managerial and Organizational Behavior (Nicholas Epley, advisor)

2007 – 2009: University of Waterloo, M.A. in Psychology (Derek Koehler, advisor)

2005 – 2007: University of British Columbia, CANEX Exchange (Jonathan Schooler, advisor)
2002 – 2007: University of Toronto, B.Sc. (with Honors) in Psychology and Human Biology

Research Interests

Natural Language Processing, Organizational Behavior, Judgment & Decision-Making, Conversation, Field Experiments

Citizenship

Canada and United States *(dual)*

Honors and Awards

Best Paper with Student as First Author, IACM Conference 7/2025

Large Language Models Applications for Civic Health, 12/2023

International Association for Conflict Management Technology Innovator Award, 7/2022

Center for Moral Understanding Grant (w/ Julia Minson & Juliana Schroeder), 2/2022

Hillel Einhorn Memorial Fellowship, 10/2011

Faculty Poster Award, 2nd Place. Max Planck Summer Institute, 6/2011.

Student Poster Award, 3rd Place. Society for Judgment and Decision Making, 11/2010.

University of Chicago Summer Research Grant, 9/2010

Chicago Booth. Ph.D. in Managerial and Organizational Behavior Fellowship, 9/2009-8/2014.

University of Waterloo MERIT Graduate Scholarship. 9/2007 – 8/2009.

Morris Belkin Undergraduate Dissertation Award, University of British Columbia. 4/2007.

Journal Publications

Blunden, H., Kristal, A., Whillans, A., Yoon, J., Bremner, G., Burd, H. & **Yeomans, M.** Eliciting advice instead of feedback improves developmental input. (2025). *Conditionally Accepted to Management Science.*

Brooks, A.W. & **Yeomans, M**. (2025). Boomerasking: Answering your own questions. *Journal of Experimental Psychology: General, in press.*

Cho, J.Y., Tao, Y., **Yeomans, M.,** Tingley, D. & Kizilcec, R. (2024) Identifying Planning Tactics That Predict Progress and Completion in Massive Open Online Courses. In *Proceedings of the Intl. Conference on Learning Analytics and Knowledge (LAK).*

Yeomans, M., Boland, F. K., Collins, H. K., Abi-Esber, N., & Brooks, A. W. (2023). A practical guide to conversation research: How to study what people say to each other. *Advances in Methods and Practices in Psychological Science, 6(4).*

Yeomans, M., Schweitzer, M. & Brooks, A.W. (2022). The Conversational Circumplex: Identifying, Prioritizing, and Pursuing Informational and Relational Motives in Conversation. *Current Opinion on Psychology, 44,* 293-302.

Yeomans, M. (2022). The Straw Man Effect: Partisan Misrepresentation in Natural Language. *Group Processes and Intergroup Relations, 25(7),* 1905-1924.

Yeomans, M. (2021). A Concrete Example of Construct Construction in Natural Language. *Organizational Behavior and Human Decision Processes, 162,* 81-94.

Kizilcec, R.*, Reich, J.* **Yeomans, M.*,** [*joint first authors], Lopez, G., Rosen, Y., Dann, C., Brunskill, E. & Tingley, D. (2020) Scaling Up Behavioral Science Interventions in Online Education. *Proceedings of National Academy of Sciences, 117(26),* 14900-14905.

Yeomans, M., Minson, J., Collins, H., Chen, F. & Gino, F. (2020). Conversational Receptiveness: Improving engagement with opposing views. *Organizational Behavior and Human Decision Processes, 160,* 131-148.

Yeomans, M., Huang, K., Brooks, A.W., Minson, J. & Gino, F. (2019). It helps to ask: The cumulative benefits of asking follow-up questions. *Journal of Personality and Social Psychology, 117(6),* 1139-1144.

Jeong, M., Minson, J., **Yeomans, M.** & Gino, F. (2019). Communicating warmth in distributive negotiations is surprisingly counter-productive. *Management Science, 65(12),* 5449-5956.

Yeomans, M., Shah, A., Mullainathan, S. & Kleinberg, J. (2019). Making Sense of Recommendations. *Journal of Behavioral Decision Making, 32(4),* 403-414.

Yeomans, M. (2019). Some Hedonic Consequences of Perspective-Taking in Word of Mouth. *Journal of Consumer Psychology, 29(1),* 22-38.

Yeomans, M., Kantor, A. & Tingley, D. (2018). The politeness Package: Detecting Politeness in Natural Language. *R Journal, 10(2),* 489-502.

Yeomans, M. & Al-Ubaydli, O. (2018) How does Fundraising affect Charitable Giving? Evidence from a field experiment with volunteers. *Journal of Economic Psychology, 64,* 57-72.

Yeomans, M., Stewart, B., Mavon, K., Reich, J., Kindel, A. & Tingley, D. (2018) The Civic Mission of MOOCs: Computational Measures of Engagement Across Differences in Online Courses. *International Journal of Artificial Intelligence in Education. 28(4),* 553-589.

Huang, K., **Yeomans, M.,** Brooks, A.W., Minson, J. & Gino, F. (2017). It doesn't hurt to ask: Question-asking increases liking. *Journal of Personality & Social Psychology, 113(3),* 430-452.

Yeomans, M. & Reich, J. (2017). Planning to Learn: Plan-Making Encourages and Forecasts Goal Pursuit in Online Education. In *Proceedings of the Seventh International Conference on Learning Analytics & Knowledge,* 464-473. ACM.

Al-Ubaydli, O. & **Yeomans, M.** (2017) Do people donate more when they perceive a single beneficiary whom they know? A field experimental test of the identifiability effect. *Journal of Behavioral & Experimental Economics, 66,* 96-103.

Robinson, C., **Yeomans, M.**, Reich, J., Hulleman, C. & Gelbach, H. (2016). Forecasting Student Achievement in MOOCs with Natural Language Processing. In *Proceedings of the Sixth International Conference on Learning Analytics & Knowledge,* 383-387. ACM.

Yeomans, M., & Herberich, D. (2014). An experimental test of the effect of negative social norms on energy-efficient investments. *Journal of Economic Behavior & Organization, 108,* 187-197

Other Publications

Minson, J., Collins, H. & **Yeomans, M.** (2025) "It's Not the Thought that Counts: To promote constructive disagreements, coach people to choose their words carefully." *Harvard Business Review.*

Yeomans, M. (October 4, 2021). Argue Better by Signalling your Receptiveness with these words. *Aeon Psyche Magazine.*

Gender bias and performance feedback: an RCT (2021). *UK Government Equalities Office Research Report*.

Jeong, M., Minson, J., **Yeomans, M.**, & Gino. F. (2019) "Being Nice in a Negotiation Can Backfire." *Harvard Business Review.*

Yeomans, M. (July 7, 2015) What Every Manager Should Know About Machine Learning. *Harvard Business Review.*

Working Papers

Yeomans, M. & Brooks, A.W. Topic Preference Detection: A novel approach to understand perspective taking in conversation. *First Round R&R at Journal of Personality and Social Psychology.*

Bevis, B., **Yeomans, M.**, & Schroeder, J. Speaking of Receptiveness. Spoken Conversation Facilitates Constructive Disagreement. *First Round R&R at Nature Communications.*

Minson, J., **Yeomans, M.**, Collins, H., Dorison, C. & Gino, F. (2025). Conversational receptiveness transmits between parties and reduces affective polarization. *Under Review.*

Yeomans, M., Huang, K., Collins, H., Jeong, M., Minson, J., Brooks, A.W., & Kennedy, M. Using an inquiry into data integrity to improve future research in behavioral science. *Under Review.*

Yeomans, M., Bendersky, C., Weingart, L. & Kim. Measuring Conflict Expression in Conversation using Humans and Algorithms. *Working Paper*

Bevis, B., Shi, Y. & **Yeomans, M.** The Politeness Package: Using Sentence Structure to Understand Conversational Text. *Working Paper*

Abi-Esber, N.. Brooks, A.W., **Yeomans, M.** & Berger, J. Topic Brainstorming in Conversation. *Working Paper.*

Yeomans, M., Minson, J. & Collins, H. Conversational Receptiveness and the effects of Cross-Partisan Empathy on Disagreement Outcomes. *Working Paper.*

Nguyen, C. & **Yeomans, M.** Gender Differences in Conversational Receptiveness. *Working Paper*

Selected Research in Progress

Liu, E. & **Yeomans, M.** Managing impressions during hard questions: Evidence from earnings calls.

Shi, Y., Collins, H., Chauhdhry, S. & **Yeomans, M.** Balancing self- and other-focus in conversation.

Shi, Y., **Yeomans, M.,** Truong, M. & Fast, N. Microfoundations of Conversational Flow.

Teaching

Lead Instructor:
Leadership in Analytics
    Imperial College London, June 2024 (M.Sc., student rating: 4.8/5)
Text Mining for Economics & Finance
    Imperial College London, Jan-March 2022 (M.Sc., student rating: 4.9/5)
    Imperial College London, Jan-March 2023 (M.Sc., student rating: 4.8/5)
    Imperial College London, Jan-March 2024 (M.Sc., student rating: 4.8/5)
    Imperial College London, Jan-March 2025 (M.Sc., student rating: 4.6/5)
Text Mining for Business Analytics
    Imperial College London, Feb-March 2024 (M.Sc., student rating: 3.9/5)
Managing Negotiations
    Imperial College London, June 2021 (MBA, student rating: 4.8/5)
                              May 2022 (MBA, student rating: 4.7/5)
                              May 2023 (MBA, student rating: 4.7/5)
                              Feb 2024 (SA-MBA, student rating: 4.8/5)
Management and Business for Engineers (B.Sc.)
    Imperial College London, Feb-March 2021(student rating: 4.3/5) [virtual]
                              Feb-March 2022 (not rated)

Workshops / Co-Instructor:
Text Analysis for Social Sciences
    Harvard Business School   April 2024 (Ph.D.; student rating: 4.5/5)
    London Business School   June 2021; May 2022; May 2024 (Ph.D.)
    Imperial College
                       April 2023 (Business Analytics MSc)
                       May 2023 (Climate Change Management & Finance MSc)
                       Feb-Mar 2024 (PhD; student rating: 4.5/5)

Natural Language Processing in Conversation
    Harvard Business School   October 2020   (Ph.D.)
    Booth School of Business   November 2020   (Ph.D.)
    SICSS London   June 2020; June 2021   (Ph.D.)
    SocialComQuant Summer School   July 2023   (Ph.D.)
    London Text Analysis Conference   Sept 2023   (Ph.D.)

Quantitative Methods
    Imperial College   October 2024 (Ph.D; student rating: 5/5)

Negotiations for Entrepreneurs
   Imperial College Business School (M.Sc.: Mar 2022; Sept 2022, Sept 2023)

Leadership in Conflict
   HEC-Paris   Jan 2022 (EMBA)
   Institute of Global Health Innovation   Nov 2022; Mar, June, July & Sept 2023 (M.Sc)

Teaching Assistant:

BUS38002: Managerial Decision Making (University of Chicago)
   Instructors: Richard Thaler (x3), George Wu, Jane Risen (x2), Cade Massey
   (2011; 2012 x2; 2013 x3, 2014)

Selected Presentations

Invited Talks

June 17, 2025	London Summer Institute for Computational Social Science
Nov 19, 2024	HEC Paris (Organisational Behaviour)
Aug 28, 2024	Oxford Reputation Symposium
May 17, 2024	University of Surrey (Organisational Behaviour)
Mar 27, 2024	University of Leicester (Management)
Mar 21, 2024	Queen Mary University London (Workshop on Responsible Data Science)
Mar 12, 2024	LSE (Organisational Behaviour)
Nov 3, 2023	INSEAD (Decision Sciences)
Oct 17, 2023	London OB Research Day
Sept 26, 2023	ExplAIn Workshop, Imperial College
July 21, 2022	Facebook Computational Social Science Seminar
May 25, 2022	Queen Mary University of London (Cognitive Sciences)
April 15, 2022	IESEG (Organisational Behaviour)
March 18, 2022	Katz School of Business (Organisational Behaviour)
Feb 18, 2022	Media & Technology SPSP Pre-Conference
July 24, 2021	Behavioral Insights Team London
April 13, 2021	Judge Business School (Organisational Behaviour)
April 1, 2021	Desautels Business School (Organisational Behaviour)
Dec 6, 2020	University College London (JDM Seminar)
Dec 4, 2019	Imperial College Business School
Nov 21, 2019	University of Zurich (Organisational Behaviour)
Oct 28, 2019	Project on Negotiation Seminar
Feb 14, 2019	Stanford Natural Language Processing Seminar
Oct 24, 2017	Rady School of Management (Marketing)
Dec12, 2016	The Wharton School (OID)
Sept 22, 2016	Rotman School of Management (Marketing)
Dec 1, 2016	Consumer Financial Protection Bureau
Jan 19, 2016	AirBnB Trust & Safety Team
May 15, 2012	Yale SOM Whitebox Conference

Chaired Conference Symposia

What are we talking about? Natural Language Processing in Organizations.
    Academy of Management - 2019, 2020, 2021, 2022, 2023, 2024, 2025
    International Association of Conflict Management - 2020, 2021, 2022

Presentations at Peer-Reviewed Conferences

Measuring Conflict Expressions with Humans and Algorithms.
    Academy of Management, August 13, 2024

Boomerasking: Answering your own questions.
    Academy of Management, August 12, 2024
    International Association for Conflict Management, July 11, 2023

A Practical Guide to Conversation Research.
    Society for Judgment and Decision-Making, November 23, 2024
    London Text Analysis Conference, Sept 5, 2023
    Psychology of Language Preconference, SPSP, Feb 24, 2023
    International Association for Conflict Management, July 11, 2022

Eliciting advice instead of feedback improves developmental input.
    Conference on Digital Experimentation, October 18, 2024
    Behavioral Decision Research and Management, June 7, 2024
    Enterprise Applications of R Language, September 9, 2022
    Academy of Management, August 6, 2022

Pathways for Encouraging Conversational Receptiveness.
    Society for Judgment & Decision-Making, Nov 17, 2023
    Academy of Management, August 7, 2023
    Association for Psychological Science, May 26, 2023
    Behavioural Science and Policy Association, May 8, 2023
    Conflict Management Pre-Conference, SPSP, Feb 24, 2023
    International Behavioral Public Policy Conference, September 10, 2022
    London Text Analysis Conference, September 9, 2022
    Academy of Management, August 6, 2022
    International Association for Conflict Management, July 11, 2022
    Society for Consumer Psychology, March 5, 2022
    New Directions in Text as Data, October 28, 2021
    Association for Consumer Research, October 4, 2021
    Academy of Management, August 5, 2021
    International Association for Conflict Management, July 14, 2021

Topic Preference Detection: A Conversational Approach to Perspective-Taking.
   Close Relationships Preconference, SPSP, 2023
   Empirical Methods for Natural Language Processing, November 20, 2020
   International Association for Conflict Management, July 12, 2020
   Society for Judgement and Decision-Making, November 15, 2019
   Society for Personality and Social Psychology, February 9, 2019
   Text as Data Conference, September 22, 2018.
   International Association for Conflict Management, July 11, 2018

A Concrete Example of Construct Construction in Natural Language.
   Distance in Organisations, May 20, 2021
   Academy of Management, August 9, 2020

Conversational Receptiveness: Expressing engagement with opposing views.
   Monash-Warwick-Zurich Text-as-Data Workshop, April 7, 2023
   Society for Judgment & Decision-Making, Feb 10, 2022
   Society for Consumer Psychology, March 6, 2021
   Association for Consumer Research, October 2, 2020
   Academy of Management, August 8, 2020
   International Association for Conflict Management, July 12, 2020
   International Conference for Computational Social Science, July 18, 2020
   Behavioural Science and Policy Association, May 29, 2020
   Boston JDM Day, October 4, 2019
   Advances in Field Experiments, September 13, 2019
   Academy of Management, August 10, 2019

Communicating Warmth in Distributive Negotiations is Surprisingly Counter-Productive.
   Advances in Field Experiments, October 5, 2018
   Conference on Digital Experimentation, October 28, 2017
   Text as Data Conference, October 13, 2017

Planning to Learn: Plan-Making Encourages and Predicts Goal Pursuit in Online Education.
   Boston JDM Day, April 21, 2017
   ACM Learning at Scale, March 12, 2017
   Society for Judgement and Decision-Making, November 21, 2016
   Conference on Digital Experimentation, October 15, 2016
   Advances in Field Experiments, September 16, 2016

The Case Against Recommendations: A Preference for Self-Expression in Word of Mouth.
   International Association for Conflict Management, July 11, 2019
   Behavioral Decision Research and Management, June 11, 2016
   Boston JDM day, April 8, 2016
   Society for Judgment and Decision Making, November 20, 2015

Making Sense of Recommendations.
    APA Technology, Mind and Society, April 6, 2018
    Academy of Management, August 7, 2017
    Psychology & Technology, October 22, 2016
    Association of Consumer Research, October 7, 2015
    Academy of Management, August 8, 2015
    Society for Consumer Psychology Summer, August 6, 2015
    Society for Judgement and Decision-Making, November 20, 2014

How does Fundraising affect Charitable Giving? Evidence from a field experiment.
    Academy of Management Conference, August 9, 2015
    Society for Probability, Uncertainty & Decision-Making, August 20, 2013
    TIBER Symposium on Psychology and Economics, August 18, 2013

Tire Pressure Neglect.
    Behavioral Decision Research and Management, June 28, 2012

Selected Service

Co-Director, Negotiation Data Repository (2022-)

Co-Organiser, Summer Institute for Computational Social Science - London (June 2021 & June 2022)

PhD Committees
    Internal: Ryan Ong, Computing, Imperial College London
    External: Matteo DiStasi, Behavioural Science, ESADE Business School
                   Alex Goddard, Psychological and Behavioural Science, London School of Economics

Invited Journal Reviewer: Management Science, PNAS, Psychological Science, Organizational Behavior and Human Decision Processes, Organization Science, Journal of Personality and Social Psychology, Journal of Experimental Social Psychology, Journal of Experimental Psychology: General, Social Psychology and Personality Science, Nature: Scientific Reports, Journal of Marketing, Marketing Science, ACM Computing Surveys, Journal of Learning Analytics, Journal of Economic Psychology, Journal of Environmental Economics and Management, PLoS One.

Invited Conference Reviewer: Society for Judgment and Decision Making, NLP+CSS Workshop at EMNLP, International Association for Conflict Management, International Conference on Computational Social Science (IC2S2), Strategic Management Society.

Professional Affiliations

    Society for Judgment and Decision Making
    Academy of Management
    International Association for Conflict Management
    Society of Personality and Social Psychology
    International Association for Behavioural Public Policy

Academic References

Alison Wood Brooks (awbrooks@hbs.edu) Associate Professor, Harvard Business School

Julia Minson (julia_minson@hks.harvard.edu) Associate Professor, Harvard Kennedy School

Dustin Tingley (dtingley@gov.harvard.edu) Professor, Harvard University

Max Bazerman (**mbazerman@hbs.edu**) Professor, Harvard University