

August 2023

# Marie-Catherine Mignault

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LANGUAGES: French & English (Fluent), Spanish (Advanced)

## ACADEMIC APPOINTMENTS

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**Cornell University – School of Industrial & Labor Relations** 08/2022 – 07/2024  
Postdoctoral Scholar  
Supervisor: Dr. Emily Zitek  
Experimental Psychology and Organizations Lab

## EDUCATION

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**McGill University** 09/2016 – 08/2022  
Ph.D. in Clinical Psychology  
Social Interaction & Perception Lab  
Thesis: *On Being Yourself*: Underpinnings of Accurate Self-Expression in First Impressions  
Supervisor: Dr. Lauren J. Human

**McGill University** 09/2013 – 05/2016  
Bachelor of Arts  
First Class Honours in Psychology  
Minor in Hispanic Studies

**Dawson College** 09/2008 – 06/2011  
Professional Theatre College Diploma

## FUNDING

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Future of Work Fellowship (USD \$150 000) 08/2022 – 07/2024  
Joseph-Armand Bombardier SSHRC Doctoral Scholarship (CAD \$105 000) 09/2018 – 08/2021  
FRQSC Doctoral Scholarship – Declined (CAD \$80 000) 09/2018 – 08/2021  
FRQSC Masters' Scholarship (CAD \$15 000) 09/2017 – 08/2018  
Canada Graduate Masters' Scholarship (CAD \$17 500) 09/2016 – 08/2017

## HONORS & AWARDS

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Summer School of Personality Science Sponsorship 07/2022  
Science Graduate Travel Award 12/2019  
GREAT Travel Award 12/2019

Mendelson Travel Award	03/2019
Graduate Excellence Award	09/2016
Norman Prentice Award	05/2016
Tomlinson Excellence Award for Mentoring	09/2015 – 05/2016
Dean's Honour List	09/2013 – 05/2016

## PEER-REVIEWED EMPIRICAL JOURNAL PUBLICATIONS

\*Denotes equal authorship

**Mignault, M. C.\***, Tissera, H.\*, Human, L. H., & Lydon, J. E. (in press). Being understood and feeling understood: Examining the role of personality and emotion perceptions in others' felt understanding. *Journal of Research in Personality*.

Tissera, H., **Mignault, M. C.**, & Human, L. J. (2023). "Zooming" in on positive and accurate metaperceptions in first impressions: Examining the links with social anxiety and liking in online video interactions. *Journal of Personality and Social Psychology*. Advance online publication. doi : 10.1037/pspp0000457

- Media Coverage : Mignault, M. C. Interview with Mary Catt (June 8, 2023). *Cornell Chronicle*. Zooming for the socially anxious: ILR researcher has insights.

**Mignault, M. C.**, Kerr, L. G., & Human, L. H. (2023). Just be yourself? Effects of an authenticity manipulation on expressive accuracy in first impressions. *Social Psychological and Personality Science*, 14(5), 562-571. doi: 10.1177/19485506221101000

**Mignault, M. C.**, Heyman, J. L., Biesanz, J. C., & Human, L. J. (2022). On Being and Feeling Transparent: Examining Expressive Accuracy Awareness in First Impressions of Personality and Links to Well-Being. *Journal of Research in Personality*, 96, 104185. doi: 10.1016/j.jrp.2021.104185.

Human, L. J., **Mignault, M. C.**, Biesanz, J. C., & Rogers, K. H. (2019). Why Are Well-Adjusted People Seen More Accurately? The Role of Personality-Behavior Congruence in Naturalistic Social Settings. *Journal of Personality and Social Psychology*, 117(2), 465-482. doi: 10.1037/pspp0000193

## BOOK CHAPTERS & INVITED COMMENTARIES

**Mignault, M. C.** & Human, L. J. (2019). Characteristics of the Good Target of Personality Judgments. In T. Letzring & J. S. Spain (Eds.), *The Oxford Handbook of Accurate Personality Judgment*, England: Oxford University Press. doi: 10.1093/oxfordhb/9780190912529.013.7

**Mignault, M. C.** & Human, L. J. (2018). Perceiving the Disordered Personality. Invited Commentary. *European Journal of Personality*, 32, 525-624. 10.1002/per.2174

**Mignault, M. C.** & Human, L. J. (2017). Hiring the Good Target: Toward More Integration of Expressive Accuracy Into Personnel Selection. Invited Commentary. *European Journal of Personality*, 31, 471-472. doi: 10.1002/per.2119

## MANUSCRIPTS IN PREPARATION

**Mignault, M. C.** & Human, L. H. (in preparation). The Privilege of Good Targets: How Childhood Socioeconomic Status Relates to Accurate Personality Expression in Adulthood.

*Status: Full Draft*

*Target Journal: Journal of Applied Psychology*

**Mignault, M. C.**, Tissera, H., & Human, L. H. (in preparation). Transparency Through the Screen: Well-Adjusted People Accurately Express Their Personality in Face-to-Face Online First Impressions.

*Status: Final Draft*

*Target Journal: Psychological Science*

Tissera, H. & **Mignault, M. C.** (in preparation). To Zoom or not to Zoom: Does videoconferencing help you manage your impression?

*Status: Final Draft*

*Target Magazine: Harvard Business Review*

## SELECTED WORKS IN PROGRESS

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**Mignault, M. C.** & Bohns, V. K. (in preparation). The Capital It Takes to Simply Say “No”: Exploring How Childhood Home Income Relates to Effective Boundary Expression via Email & Text-Messaging

*Status: Data collected and analyzed for 2 pre-registered studies, collecting data for an additional study*

**Mignault, M. C.** & Lucas, B. J. (work in progress). Transparent & Inspired: How Does Accurate Personality Expression Relate to Creativity Perceptions & Actual Creativity?

*Status: 2 pre-registered studies, data is collected, data analyses is in progress*

Lucas, B. J. **Mignault, M. C.** (work in progress) Who Is Creative? Investigating Characteristics Underlying Creative Behavior & Creativity Perceptions in Teams

*Status : 2 pre-registered studies, data is collected, data analyses in progress*

**Mignault, M. C.** & Zitek, E. M. (work in progress). How Narcissists Get What They Want: Using Machine Learning to Untangle How Perceptions of Narcissism, Self-Esteem, and Entitlement Interact to Promote Narcissists’ Influence in First Impressions

*Status: Launching Data Collection*

**Mignault, M. C.** & Huysentruyt, M. (work in progress). Stand Up & Be Yourself: A Field Experiment On the Role of Promoting Women Entrepreneurs’ Authenticity in Their Career Trajectory

*Status: Launching Data Collection*

## POPULAR PRESS

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**Mignault, M. C.** & Human, L. H. (2019, November 12). How to Get People to See You Accurately? The Best Way to Reveal Yourself Is to Consistently Be Yourself [Invited Blog Post for the Society of Personality and Social Psychology]. Retrieved from <http://www.spsp.org/news-center/blog>.

## CHAired CONFERENCE SYMPOSIA

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**Mignault, M. C.** & Tissera, H. (February, 2022). *Advances in Empathic Accuracy*. Symposium presented at the Society for Personality & Social Psychology.

**Mignault, M. C.** (July, 2020). *Consequences of Personal, Interpersonal and Collective Identities for Well-Being and Relationships*. Symposium presented at the team grant conference for the Fonds de Recherche du Québec – Société et Culture.

**Mignault, M. C.** (May, 2020). *Consequences of Personal, Interpersonal and Collective Identities for Well-Being and Relationships*. Symposium accepted for presentation at the Canadian Psychological Association conference. Conference cancelled due to COVID-19.

**Mignault, M. C. & Guilbault, V.** (February, 2020). *Can You Read My Emotions? Investigating Emotion Expression and Perception*. Symposium presented at the Society for Personality & Social Psychology conference.

#### CONFERENCE SYMPOSIUM TALKS

*\*Undergraduate Mentee*

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**Mignault, M. C., Kerr, L. G., Human, L. J.** (2022). *Just Be Yourself? Effects of an Authenticity Manipulation on Expressive Accuracy in First Impressions*. Paper presented at the European Conference for Personality, Madrid, Spain, July 15<sup>th</sup>, 2022.

**Mignault, M. C., \*Marchand, G., & Human, L. J.** (2021). *A Field Study on Self-Disclosure and Its Association to Relationship Quality*. Paper presented at the International Association for Relationship Research convention. Conference held virtually due to COVID-19, August 27, 2021.

**Mignault, M. C., \*Thierry, S., & Human, L. J.** (2019). *On Accurately Expressing One's Personality and Emotions in First Impressions: Links to Well-Being*. Paper accepted for presentation at the Canadian Psychological Association annual convention. Montreal, Quebec, May 28-30, 2020. Conference cancelled due to COVID-19.

**Mignault, M. C., \*Thierry, S., & Human, L. J.** (2019). *If I Show my True Personality, Will I Show My True Emotions? Accuracy and Positivity in Expressing One's Personality and Emotions*. Paper presented at the Society of Personality and Social Psychology conference. New Orleans, LA, February 28<sup>th</sup>, 2020.

**Mignault, M. C., Heyman, J. L., Biesanz, J. C., & Human, L. J.** (2019). *On Being and Feeling Understood: The Roles of Transparency and Transparency Beliefs in Well-Being*. Paper presented at the Association for Research in Personality, Grand Rapids, Michigan, June 24<sup>th</sup>, 2019.

**Mignault, M. C., Heyman, J. L., Biesanz, J. C., & Human, L. J.** (2019). *On Being and Feeling Understood: The Roles of Transparency and Transparency Beliefs in Well-Being*. Paper presented at the Society for Interpersonal Theory and Research, Grand Rapids, Michigan, June 23<sup>rd</sup>, 2019.

**Mignault, M. C. & Human, L. J.** (2019). *Who Is Knowable and Why? The Role of Target Well-Being in Expressive Accuracy Across Contexts*. Paper presented at the Society for Personality and Social Psychology, Portland, Oregon, February 8<sup>th</sup>, 2019.

#### REPRESENTATIVE BRIEF TALKS AND POSTERS

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**Mignault, M. C. & Human, L. H.** (2023). *The Privilege of Good Targets: How Childhood Socioeconomic Status Relates to Accurate Personality Expression in Adulthood*. **Data blitz** accepted for presentation at the Association for Research in Personality, Evanston, Illinois, July 20-22, 2023.

**Mignault, M. C. & Bohns, V. K.** (2023). *The Capital It Takes to Simply Say "No": Exploring How Childhood Home Income Relates to Effective Boundary Expression via Email & Text-Messaging*. **Poster** presented at the International Association for Conflict Management, Thessaloniki, Greece, July 9-12, 2023.

**Mignault, M. C., Tissera, H., Cecere, J. & Human, L. H.** (2023). *Transparency Through the Screen: Well-Adjusted People Accurately Express Their Personality in Face-to-Face Online First Impressions*. **Poster** presented at the Society for Personality and Social Psychology Annual Convention, Atlanta, Georgia, February 23-25, 2023.

**Mignault, M. C., Kerr, L. G., & Human, L. H. (2022).** *Just Be Yourself? Effects of an Authenticity Manipulation on Expressive Accuracy in First Impressions.* **Data blitz** presented at the Society for Personality & Social Psychology Shared Reality Pre-Conference, February 17, 2022.

**Mignault, M. C., Tissera, H., Human, L. H., Lydon, J. C. (2022).** *On Being and Feeling Understood: How Does Partner Knowledge of One's Personality and Emotions Relate to Feeling Understood?* **Poster** presented at the Society for Personality & Social Psychology, February 16-19, 2022.

**Mignault, M. C. & Human, L. H. (2020).** *Empathic Accuracy in the Wild: Can We Assess and Predict Empathic Accuracy in Highly Naturalistic Social Contexts?* **Poster** presented at the Society for Personality and Social Psychology Virtual Annual Convention, February 9-13, 2021.

**Mignault, M. C., Sandre, A. K., Human, L. H., & Weinberg, A. (2018).** *Larger Neural Response to Negative Emotions Hinder Mothers' Accurate Perception of Daughters' Depression.* **Poster** presented at the Society for Psychophysiological Research, Québec, Québec, October 5<sup>th</sup>, 2018.

**Mignault, M. C., Rogers, K. H., Biesanz, J. C., & Human, L. J. (2018).** *My Well-Being Helps You See Me: Well-Being and Personality Coherence Predict Being Accurately Perceived.* **Gimme-5 Talk** presented at the Canadian Psychological Association, Montréal, Québec, June 28<sup>th</sup>, 2018.

**Mignault, M. C., Rogers, K. H., Biesanz, J. C., & Human, L. J. (2017).** *The Happy Person Is Transparent: Well-Being and Personality Coherence Predict Being Accurately Perceived.* **Flash Talk** presented at the 5<sup>th</sup> World Congress on Positive Psychology, Montréal, Québec, July 13<sup>th</sup> 2017.

## INVITED TALKS

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University of Toronto, Toronto, Ontario, Canada	2022
Cornell University, School of Industrial & Labor Relations, Ithaca, NY	2022
Université du Québec à Montréal, Montréal, Québec, Canada	2022
Association Francophone pour le Savoir, Gatineau, Québec, Canada	2019

## TEACHING

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### Course Instructor

**Cornell University** Spring Semester 2023  
 Course: Leadership in Organizations  
 Course Evaluation: 4.8/5

### Lab Section Instructor

**McGill University** Fall Semester 2021  
 Course: Introduction to Social Psychology  
 Course Instructor : Dr. Mark Baldwin  
 Course Evaluation: 4.5/5

### Guest Lectures

**Cornell University** October 6<sup>th</sup>, 2022  
 Title: Social Accuracy & Influence  
 Course: Organizational Behavior  
 Course Instructor: Dr. Brian Lucas  
 Course Evaluation: 4.6/5

**University of British Columbia Okanagan** March 31<sup>st</sup>, 2022

Title: Perception Accuracy in Established Romantic Relationships  
Course: Social Cognition  
Course Instructor: Dr. Lauren J. Human  
Course Evaluation: 4.3/5

**McGill University**

November 23<sup>rd</sup>, 2020

Title: Perception Accuracy in Established Romantic Relationships  
Course: Social Cognition and the Self  
Course Instructor: Dr. Lauren J. Human  
Course Evaluation : 4.4/5

**Invited Judge for Inter-University Research Case Competition**

March 17<sup>th</sup>, 2019

**Teaching Assistantships**

**McGill University**

Course: *Intergroup Relations* Winter 2022

Professor: Dr. Jordan Axt

Course: *Introduction to Social Psychology* Fall 2021

Professor: Dr. Mark Baldwin

Course: *Child Development* Winter 2018

Professor: Dr. Melanie Dirks

Course: *Introduction to Social Psychology* Fall 2017

Professor: Dr. Lauren J. Human

Course: *Sensation & Perception* Winter 2017

Professor: Dr. Mathieu Roy

**Mentorship of Undergraduate Research Students**

Fall 2016 – Spring 2022

Supervision of 10 McGill undergraduate research projects and theses

**EDITORIAL & REVIEW EXPERIENCE**

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**Editorial Board of Personality & Social Psychology Review**

Spring 2022 – Spring 2024

Postdoctoral Fellow Emerging Editor

**Ad Hoc Reviewer Experience**

*Journal of Personality & Social Psychology: Personality Processes & Individual Differences* (July 2023)

*Journal of Personality & Social Psychology: Interpersonal Relations & Group Processes* (July 2023)

*Personality & Social Psychology Bulletin* (April 2023)

*Journal of Non-Verbal Behavior* (December 2022)

*European Journal of Personality* (January 2021)

*European Journal of Personality* (August 2020)

*Social Psychological and Personality Science* (June 2020)

**STATISTICAL PROFICIENCY**

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**Proficiency in the Following Analytical Designs :**

Dyadic Multilevel Modeling, Crossed Random Effects Multilevel Modeling, Longitudinal and Experience Sampling Designs, Social Accuracy Modeling Approach, Truth & Bias Model

**Extracurricular Quantitative Methods Courses:**

Machine Learning (Winter 2022)

Multilevel Modeling (Winter 2021)

**Statistical Software:**  
R & SPSS

## CLINICAL TRAINING

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<b>DBT Clinic 308, Montreal, QC</b>	09/2020 – 08/2022
Clinic specialized in the treatment of personality disorders and emotion dysregulation	
Supervised practice in psychotherapy	
Clinical Supervisor: Dr. Ilana Kronick	
<b>Complex Care Clinic, Royal Victoria Hospital, Montreal, QC</b>	09/2020 – 08/2021
Internship in psychotherapy	
Clinical Training Director: Dr. Dina Giannopoulos	
<b>Sex and Couples Clinic, Royal Victoria Hospital, Montreal, QC</b>	09/2020 – 08/2021
Internship in psychotherapy	
Clinical Training Director: Dr. Alina Kao	
<b>Personality Disorders Clinic, Royal Victoria Hospital, Montreal, QC</b>	09/2019 – 08/2020
Internship in psychotherapy	
Clinical Training Director: Dr. Tanya Bergevin & Dr. Ilana Kronick	
<b>Sex and Couples Clinic, Royal Victoria Hospital, Montreal, QC</b>	09/2018 – 08/2019
Practicum in psychotherapy	
Clinical Training Director: Dr. Dennis Kalogeropoulos	
<b>Eating Disorders Clinic, Douglas Mental Health Institute, Montreal, QC</b>	05/2018 – 10/2018
Practicum in psychotherapy	
Clinical Training Directors: Dr. Howard Steiger & Dr. Lea Thaler	
<b>McGill Counselling Center, Montreal, QC</b>	09/2017 – 05/2018
Practicum in psychotherapy	
Supervisor: Francine Gauvin, Psychologist	