

Marie-Catherine Mignault

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

ACADEMIC APPOINTMENTS

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

EDUCATION

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

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; ranked 1st) 09/2017 – 08/2018
 Canada Graduate Masters' Scholarship (CAD \$17 500) 09/2016 – 08/2017

HONORS & AWARDS

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. (2023). Being understood and feeling understood: Examining the role of personality and emotion perceptions in others' felt understanding. *Journal of Research in Personality*, *106*, 104417. doi : 10.1016/j.jrp.2023.104417

- Media Coverage : *Forbes* (Nov. 4, 2023), *Psychology Today* (Nov. 10, 2023), *TherapyTips* (Nov. 2, 2023)

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 : *Cornell Chronicle* (June 8, 2023)

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

- Media Coverage : *Psychology Today* (June 29, 2023)

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

- Media Coverage : *SPSP Character in Context Blog* (November 12, 2019)

EMPIRICAL MANUSCRIPTS UNDER REVIEW

Mignault, M. C., Tissera, H., Cecere, J., Fargnoli-Brown, Z., & Human, L. H. (revise and resubmit). Perceiving Others Through a Screen: Are First Impressions of Personality Accurate And Normative Via Videoconferencing? *Personality & Social Psychology Bulletin*.

PRACTITIONER-ORIENTED ARTICLES

Tissera, H. & **Mignault, M. C.** (2023). Can You Tell How You Come Across on Zoom *Harvard Business Review*. <https://hbr.org/2023/10/research-can-you-tell-how-you-come-across-on-zoom>

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

SELECTED WORKS IN PROGRESS

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 3 online pre-registered studies, collecting data for field 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 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

EDITORIAL & REVIEW EXPERIENCE

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 (June 2023)

Social Psychological and Personality Science (June 2020; Sept. 2023)

Personality & Social Psychology Bulletin (April 2023)

Journal of Non-Verbal Behavior (Dec. 2022)

European Journal of Personality (Jan. 2021; Aug. 2020)

STATISTICAL PROFICIENCY

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

CHAired CONFERENCE SYMPOSIA

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*

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 15th, 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 28th, 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 24th, 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 23rd, 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 8th, 2019.

REPRESENTATIVE BRIEF TALKS AND POSTERS

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** presented 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 5th, 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 28th, 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 5th World Congress on Positive Psychology, Montréal, Québec, July 13th 2017.

INVITED TALKS

Université du Québec à Montréal, Montréal, Québec, Canada	2023
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

Course Instructor

Cornell University

Spring Semester 2023

Course: Leadership in Organizations

Student Level: Bachelor of Labor & Industrial Relations

Course Evaluation: 4.8/5

Lab Section Instructor

McGill University

Fall Semester 2021

Course: Introduction to Social Psychology

Course Instructor : Dr. Mark Baldwin
Student Level: Bachelor of Psychology
Course Evaluation: 4.5/5

Guest Lectures

- University of Quebec in Montreal*** November 27th, 2023
Title: Group Psychoeducation Training
Course: Therapeutic Approaches
Student Level: Bachelor of Psychology
Course Evaluation: 4.7/5
- Cornell University*** October 5th, 2023
Title: Social Accuracy & Influence
Course: Organizational Behavior
Student Level: Master of Industrial & Labor Relations (MILR; MBA equivalent)
Course Instructor: Dr. Brian Lucas
Course Evaluation: 4.8/5
- Cornell University*** October 6th, 2022
Title: Social Accuracy & Influence
Course: Organizational Behavior
Student Level: Master of Industrial & Labor Relations (MILR; MBA equivalent)
Course Instructor: Dr. Brian Lucas
Course Evaluation: 4.6/5
- University of British Columbia Okanagan*** March 31st, 2022
Title: Perception Accuracy in Established Romantic Relationships
Course: Social Cognition
Student Level: Bachelor of Psychology
Course Instructor: Dr. Lauren J. Human
Course Evaluation: 4.3/5
- McGill University*** November 23rd, 2020
Title: Perception Accuracy in Established Romantic Relationships
Course: Social Cognition and the Self
Student Level: Bachelor of Psychology
Course Instructor: Dr. Lauren J. Human
Course Evaluation : 4.4/5
- Invited Judge for Inter-University Research Case Competition
Teaching Assistantships** March 17th, 2019
- 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

CLINICAL TRAINING

- DBT Clinic 308, Montreal, QC** 09/2020 – 08/2022
Clinic specialized in the treatment of personality disorders and emotion dysregulation
Group and Individual Therapy – adults and teens
Supervised practice in psychotherapy
Clinical Supervisor: Dr. Ilana Kronick
- Complex Care Clinic, Royal Victoria Hospital, Montreal, QC** 09/2020 – 08/2021
Clinic specialized in the rehabilitation of treatment-resistant patients
Individual Therapy - adults
Internship in psychotherapy
Clinical Training Director: Dr. Dina Giannopoulos
- Sex and Couples Clinic, Royal Victoria Hospital, Montreal, QC** 09/2020 – 08/2021
Clinic specialized in gender orientation, sexual orientation, and couple dynamics
Couples and Individual Therapy – adults
Internship in psychotherapy
Clinical Training Director: Dr. Alina Kao
- Personality Disorders Clinic, Royal Victoria Hospital, Montreal, QC** 09/2019 – 08/2020
Clinic specialized in the treatment of personality disorders and emotion dysregulation
Group and Individual Therapy – adults and teens
Internship in psychotherapy
Clinical Training Director: Dr. Tanya Bergevin & Dr. Ilana Kronick
- Wood Psychology, Montreal, QC** 06/2019 – 10/2020
Clinic specialized in anxiety, depression, burn out, identity change
Individual Therapy – adults
Supervised practice in psychotherapy
Clinical Supervisor: Dr. Wendy Wood
- Sex and Couples Clinic, Royal Victoria Hospital, Montreal, QC** 09/2018 – 08/2019
Clinic specialized in gender orientation, sexual orientation, and couple dynamics
Couples and Individual Therapy – adults
Practicum in psychotherapy
Clinical Training Director: Dr. Dennis Kalogeropoulos
- Eating Disorders Clinic, Douglas Mental Health Institute, Montreal, QC** 05/2018 – 10/2018
Clinic specialized in the treatment of eating disorders
Group and Individual Therapy – adults and teens
Practicum in psychotherapy
Clinical Training Directors: Dr. Howard Steiger & Dr. Lea Thaler
- McGill Counselling Center, Montreal, QC** 09/2017 – 05/2018
Clinic specialized in treating anxiety and depression in student population
Individual Therapy – adults and teens
Practicum in psychotherapy
Supervisor: Francine Gauvin, Psychologist