

# **Dina Nir – CV**

## **SYNOPSIS**

Dina Nir, PhD. has developed the Negotiational Self Theory (NST) which offers a new perspective on decision making and well-being. Her current research focuses on the benefits of reaching integrative decisions for both life satisfaction and well-being. Nir also develops and researches Positive Interventions that aim to enhance personal flourishing. In collaboration with Prof. Avi Kluger Nir has created the Feedforward Interview – An interview protocol that reveals the DNA of optimal functioning in organizations.

## **SELCTED PAPERS**

**Nir, D.** (2016). Becoming the leader of your decisions, In H. J. M. Hermans (Ed.), *Assessing and Stimulating a Dialogical Self in Groups, Teams, Cultures, and Organizations*, UK: Springer.

Littman-Ovadia, H., & **Nir, D.** (2014). Looking forward to tomorrow: The buffering effect of a daily optimism intervention. *The Journal of Positive Psychology*, 9(2), 122-136.

**Nir, D.** (2011). From a Dialogical to a Negotiational Self. In H. J. M. Hermans & G. Thorsten (Eds.), *The Handbook on the Dialogical Self*, UK: Cambridge Press.

Kluger, A. N., & **Nir, D.** (2010). Feedforward First, Feedback Later. *Human Resource Management Review*, 20(3), 235–246.

## **PERSONAL INFORMATION**

Dina Nir, born in South Africa, married with two children

E-mail: [dnir@ono.ac.il](mailto:dnir@ono.ac.il)

## **EDUCATION**

**Post Doctorate (2008-2009).** Advisor: Prof. Mario Mikulincer, The School of Psychology, . Interdisciplinary Center (IDC), Herzliya

**Ph.D. (2009).** Organizational Behavior, School of Business Administration. Hebrew University, Jerusalem, Israel. Dissertation title: "The "Negotiational Self": Identifying and transforming negotiating styles within the self." Advisors: Prof. Avraham, N. Kluger & Prof. Ayala Malach-Pines

**M.A. Thesis (2004).** School of Business Administration. Hebrew University, Jerusalem, Israel.  
Thesis title: "Creativity in Negotiation: Promoting integrative negotiations through the application of creativity templates".

**M.B.A. (2000, Summa Cum Laude).** Ono Academic College, Kiryat-ono, Israel.

**B.A. (1990).** Economics. Tel-Aviv University, Ramat-Aviv, Israel.

## ***ACADEMIC POSITIONS***

2016-Present: **Chair of the MBA program**, Ono Academic College (OAC)

2008-2016: **Faculty Member:** Ono Academic College (OAC).

**Courses:** Positive Psychology and Business Negotiation.

2008-Present: **Lecturer**, School of Psychology, Interdisciplinary Center (IDC).

**Courses:** Applied Psychology, Positive psychology

2002-2008: **Lecturer**, Business Faculty, Ono Academic College.

**Courses:** The Art of Negotiation

2008-2009 **Lecturer**, School of Business Administration, the Hebrew University of Jerusalem.

**Courses:** Business Negotiation.

## ***PROFESSIONAL EXPERIENCE***

## ***CONSULTING, SEMINARS AND WORKSHOPS***

IAI, MSD, Electra, Neopharm, Intel, ORT Education, LAHAV- Tel Aviv University management training program, Talpiot at the Hebrew University, Ascolot Open University, The Ministry of Education.

## ***GRANTS***

2007-8: The Einstein-Kay Scholarship, The Hebrew University of Jerusalem.

2006-7: The Einstein-Kay Scholarship, The Hebrew University of Jerusalem.

2005-6: The Aspar scholarship, The Hebrew University.

## ***RESEARCH INTERESTS***

Dina Nir has developed the Negotiation Self Theory (NST) which offers a new perspective in understanding dilemmas and their effect on post-decision satisfaction and well-being in general

(Nir, 2011, Nir & Kluger, 2008). Her current research focuses on the benefits of reaching integrative vs. coercive solutions to inner conflicts for need satisfaction, positive emotions, personal fulfillment and creativity. The NST theory offers a novel means of understanding inner conflict, and suggests that whenever conflict erupts within the self, different self-aspects negotiate internally with the aim of reaching a decision. Just as negotiations between people, these internal negotiations can result in either coercive win-lose or integrative win-win decisions, which have a uniquely differentiated effect on the Psychological Utility derived from the decision.

Currently work is being done on three related aspects of the NST theory:

- The impact of integrative solutions to inner conflict on post-decision emotions, and on personal well-being and thriving.
- Developing and testing a comprehensive model that delineates the antecedents and individual differences implicated in reaching either coercive or integrative decisions.
- The effect of Integrative vs. coercive decision making on the creativity of unrelated tasks.

Another research interest concerns the field of Positive Psychology and focuses on the development and testing Interventions (e.g., Optimism Intervention) aimed at enhancing personal well-being.

## **SCIENTIFIC PUBLICATIONS**

### **Refereed Publications**

Littman-Ovadia, H., & Nir, D. (2014). Looking forward to tomorrow: The buffering effect of a daily optimism intervention. *The Journal of Positive Psychology*, 9(2), 122-136.

Kluger, A. N., & Nir, D. (2010). Feedforward First, Feedback Later. *Human Resource Management Review*, 20(3), 235–246.

Kluger, A. N., Nir, D., & Kluger, Y. (2008). Personal Position Repertoire (PPR) from a bird's eye view. *Journal of Constructivist Psychology*, 21, 223-238.

### **Chapters in Collective Volumes**

Nir, D. (2016). Becoming the leader of your decisions, In H. J. M. Hermans (Ed.), *Assessing and Stimulating a Dialogical Self in Groups, Teams, Cultures, and Organizations*, UK: Springer.

Nir, D. (2011). From a Dialogical to a Negotiational Self. In H. J. M. Hermans & G. Thorsten (Eds.), *The Handbook on the Dialogical Self*, UK: Cambridge Press.

Goldenberg, J., Nir, D., & Maoz, E. (2006). Creativity in negotiation. In L. Thompson & H. S. Choi (Eds.), *Creativity and Innovation in Organizations*. NY: Lawrence Erlbaum.

### **Currently Under Review**

Nir, D., & Kluger, A. N. (Under Review). Making Decisions that Make us Happy.

### **WORKING PAPERS**

1. Nir, D. - Decision Making, well-being and happiness: Are Integrative Decisions worth the trouble?
2. Nir, D. & Kluger A. N. - To Win or not to Win: The Negotiational Self and the Dynamics of Inner-Conflict
3. Nir, D & Littman-Ovadia, H. - Appreciating (today) the good things that await us tomorrow: A Hope Intervention

### **CONFERENCES & INVITED TALKS**

#### **CONFERENCES**

**Resolving Inner Conflict and Reaching Win-Win Decisions (July 2015).** Paper presented at the 28th Conference on Conflict Management, Florida, USA

**Making Decisions that make us Happy (June 2015).** Paper presented at the 4<sup>rd</sup> Congress in Positive Psychology, Florida, USA.

**Acting out the dynamics of inner conflict – Putting on a show of I-positions (August 2014).** Workshop presented the 8th International Conference on the Dialogical Self, Athens, Greece.

**Looking forward to tomorrow: The buffering effect of a daily optimism intervention (July, 2013).** Paper presented at the 3<sup>rd</sup> Congress in Positive Psychology, LA, USA.

**What kinds of decisions make us truly happy? Connecting everyday decision making and well-being (June 2012).** Paper presented at the 6th European Conference on Positive Psychology, Moscow, Russia.

**A positive outlook on inner conflict: How to create win-win decisions that promote happiness and well-being (June 2012).** Workshop presented at the 6th European Conference on Positive Psychology, Moscow, Russia.

**Democracy and Dictatorship in the society of the mind: A Negotiational Self Perspective on Integration within the Self (August 2010).** Symposium organized: "The Quest for Integration within a Dialogical Self" for the 6th International Conference on the Dialogical Self, Athens, Greece.

**On Becoming the Masters of Our own Decisions: Applying Negotiational Self Theory towards Integrative Leadership (August 2010).** Paper presented at the 6th International Conference on the Dialogical Self, Athens, Greece.

**The Negotiational-Self Theory (August 2008).** Paper presented at the 5th International Conference on the Dialogical Self, Cambridge, UK.

**Resolving inner conflict, building inner harmony – The Negotiational Self Workshop (August, 2008).** Workshop presented at the 5th International Conference on the Dialogical Self, Cambridge, UK.

**Thriving through inner conflict: The negotiational-self theory and its application for reaching integrative solutions within the self (July 2008).** Paper presented at the 4th European Conference on Positive Psychology, Rijeka, Croatia.

**Thriving through inner conflict - A Workshop (July 2008).** Workshop presented at the 4th European Conference on Positive Psychology, Rijeka, Croatia.

**The "negotiational self": Resolving inner conflict with integrative (win-win) strategies (July 2006).** Presented at the 26th International Congress of Applied Psychology, Athens, Greece.

**Feedforward first – feedback later: a theoretical account (July 2006).** Paper presented with Avraham N. Kluger, at the 26th International Congress of Applied Psychology, Athens, Greece.

**The "negotiational self": Identifying and transforming negotiation outcomes within the self (June 2006).** Paper presented at the Fourth International Conference on the Dialogical Self, Braga, Portugal.

**Creating innovation within the self through a feedforward workshop (June 2006).** Workshop presented with Avraham N. Kluger at the Fourth International Conference on the Dialogical Self, Braga, Portugal.

**Personal Position Repertoire (PPR) from a bird's eye view (June 2006).** Paper with Avraham N. Kluger and Yuval Kluger presented at the Fourth International Conference on the Dialogical Self, Braga, Portugal.

## ***INVITED TALKS***

**Integrative Negotiation: Principles and Evidence Based Practices (June, 2012).** Workshop delivered at the Higher School of Economics, Department of Psychology, Moscow, Russia.

**Reconceptualizing Decision-making as the Resolution of Inner-Conflict (June 2011).** Talk presented at the Department of business, Ben-Gurion University, Israel.

**To win or not to win: Negotiational Self Theory and the Dynamics of Inner-Conflict (May 2011).** Talk presented at the Department of Psychology, Bar-Ilan University, Israel.

**Negotiational Self Theory and Integrative Decision-Making (July 2009).** Talk presented at the Graduate School of Business, University of Haifa, Israel.

**Negotiational Self Theory and Integrative Decision-Making (July 2009).** Talk presented at the Graduate School of Business, University of Haifa, Israel.

**Win-Win and Win-Lose Strategies in Intra-personal Negotiation (June 2009).** Talk presented at the New School of Psychology, Interdisciplinary Center (IDC), Herzliya, Israel.

**Thriving Through Inner conflict: The Negotiational Self in Theory and Practice (June 2009).** Talk presented at the Faculty of Management, Recanati Graduate School of Management, University of Tel-Aviv, Israel.

**Negotiational Self Theory (NST): Identifying and transforming negotiation outcomes within the self (January 2009).** Talk presented at the William Davidson Faculty of Industrial Engineering and Management, Technion, Israel.