

Octavia H. Zahrt

Education	Stanford University Graduate School of Business , Stanford, CA Ph.D. Candidate, Organizational Behavior (Micro) Expected completion 2019	2015 – Present
	University College London , London, UK B.A., European Social and Political Studies, 1 st class Honors	2011 – 2015
	Paris Institute of Political Studies (Sciences Po) , Paris, France Study abroad	2013 – 2014
Skills	Expertise Research methods, statistics for behavioral sciences, surveys, participant recruitment, team dynamics, design processes, literature review, interdisciplinary research, organizational behavior, social psychology, health psychology, behavioral health	
	Methodology Survey research; randomized controlled experiments in field, lab, and online settings; experience sampling; cross-sectional and longitudinal studies of large archival data; data management; data visualization	
	Statistics Multivariate regression, correlation, model comparison, ANOVA, Structural Equation Modeling (SEM), Hierarchical Linear Modeling (HLM), multilevel (mixed) modeling, factor analysis, statistical methods for observational and quasi-experimental data (incl. matching), longitudinal statistics (incl. survival analysis), bootstrapping, principle component analysis, clustering	
	Computing R, Excel (advanced); SQL (intermediate); HTML, Java (basic)	
	Languages Fluent in English, French, and German	
Current Research Topics	Psychological mindsets Diversity in organizations Employee health and wellbeing Health technology Social influences on health	
Experience	Ph.D. Candidate, Stanford University <i>Dept. of Organizational Behavior (Micro)</i> <ul style="list-style-type: none">Designed, conducted, and analyzed 30+ studies using surveys, behavioral measures, health outcomes, in-person & online platforms with 10,000+ participantsCollaborated with the Health Enhancement Research Organization (HERO) to analyze the influence of leadership support on employee health and organizational outcomes	2015 – Present

- Collaborating on research teams with faculty, post-docs, and graduate students across multiple disciplines (business, psychology, computer science, behavioral medicine)
- Managing undergraduate and full-time research assistants
- Presenting research at professional conferences

Ph.D. Fellow, Google

People Analytics Team, Google People Operations

- Designed, conducted, and analyzed a study related to diversity and inclusion at Google
- Collaborated with 4 people analysts, 2 people analytics managers, and 2 diversity & inclusion program managers
- Presented research findings and recommendations for action to 30+ analysts and managers, and one VP

2013 –
2015

Undergraduate Researcher, University College London

Dept. of Psychology, School of Medicine

- Designed, conducted, and analyzed a social network field intervention to promote diversity at UCL Medical School (with 300+ medical students as participants)
- Collaborated with 1 research faculty and 8 teaching faculty

Summer
2014

Visiting Researcher, UC Berkeley

Dept. of Organizational Behavior (Micro), Social and Nonverbal Behavior Lab

- Designed, conducted, and analyzed a lab study on the impact of hierarchy on prosocial behavior
- Collaborated with 2 research faculty
- Managed 2 undergraduate research assistants

Summer
2013

Undergraduate Researcher, Stanford University

Dept. of Psychology, Dweck-Walton Lab

- Assisted with design and preparation of a social-psychological intervention study to ease minority students' transition into college
- Collaborated with 1 research faculty, 2 graduate researchers, and 1 research assistant

Summer
2012

Dept. of Psychology, Language and Cognition Lab

- Assisted with design, preparation, and field data collection of a study on children's language development
- Collaborated with 1 research faculty & 1 graduate researcher

Undergraduate Researcher, Stanford University

Dept. of Communication, Communication Between Humans & Interactive Media (CHIME) Lab

- Assisted designing, conducting, and analyzing an fMRI study investigating differences in neural activity of heavy and light multitaskers
- Trained and certified Level 3 MR Operator in the Stanford Center for Cognitive and Neurobiological Imaging (CNI)
- Collaborated with 1 research faculty & 1 post-doc

Publications

Zahrt, O. H. (2018). Leadership Support and the Effectiveness of Wellness Initiatives. *Health Enhancement Research Organization (HERO) blog*. Available at: <https://hero-health.org/blog/leadership-support-and-the-effectiveness-of-wellness-initiatives/>

2017

Zahrt, O. H., & Crum, A. J. (2017). Perceived Physical Activity and Mortality: Evidence from Three Nationally Representative U.S. Samples. *Health Psychology*.

2018

Conference Presentations	Zahrt, O. H. & Crum, A. J. "Perceived Physical Activity and Health: The Role of Social Comparison and Wearable Technology". Association for Psychological Science (APS) Annual Convention 2018. 2018
	Zahrt, O. H. (Chair). "Leveraging Social-Psychological Insights to Promote Public Health and Wellbeing". Presenters: Zahrt, O. H. , Donnelly, G. E., Jachimowitz, J. M., Dai, H. <i>Symposium presented at the annual convention of the Society for Personality and Social Psychology (SPSP), Atlanta, GA.</i> 2017
	Zahrt, O. H. (Chair) & Turnwald, B. P. (Co-chair). "Rethinking Health Behavior Change". Presenters: Zahrt, O. H. , Turnwald, B. P., Lenne, R. L., & Wood, W. <i>Symposium presented at the annual convention of the Society for Personality and Social Psychology (SPSP), San Antonio, TX.</i> 2016
	Zahrt, O. H. & Crum, A. J. "Effects of Public Health Messages About Physical Activity on Health-Related Mindsets and Health Outcomes". <i>Talk presented at the annual meeting of the American Public Health Association (APHA).</i> 2016
	Zahrt, O. H. , Carney, D. R. & Maner, J. K. "Effects of Power, Social Status, Hierarchical Instability, and Gender on Prosocial Behavior". <i>Poster presented at the annual convention of the Society for Personality and Social Psychology (SPSP), San Diego, CA.</i>
Works in Progress	Zahrt, O. H. , Landay, J. & Crum, A. J. (<i>data collection</i>). Leveraging health technology (Apple Watch) to foster adaptive health mindsets, behavior change, and sustained health improvements.
	Zahrt, O. H. & Crum, A. J. (<i>in prep</i>). Unintended effects of public health guidelines on individuals' health mindsets, exercise behavior, and health.
	Oppezzo, M., Zahrt, O. H. & Neale, M. A. (<i>data analysis</i>). Walk 'n' talk: Effects of walking (vs. sitting) on negotiation performance.
	Woolf, K. & Zahrt, O. H. (<i>in prep</i>). Encouraging diversity in friendship networks to improve minority student success.
Selected Media Coverage	The New York Times: How our Beliefs Can Shape our Waistlines. By Gretchen Reynolds. 2018
	BBC, How Your Mindset Determines Your Health. By Claudia Hammond. 2018
	NPR: Just Thinking You're Slacking on Exercise Could Boost Risk of Death. By Angus Chen. 2017
	Stanford News: Perceiving Oneself as Less Physically Active than One's Peers is Linked to a Shorter Lifespan, Stanford Researchers Say. By Milenko Martinovich. 2017
Teaching Experience	Fundamentals of Management and Organizational Behavior: Undergraduate Course, San José State University; Guest Lecture on Workplace Wellbeing. 2018
	The Paths to Power: MBA Course, Stanford University Graduate School of Business; TA for Professor Jeffrey Pfeffer 2017 – Present
	Managing Groups and Teams: MBA Course, Stanford University Graduate School of Business; TA for Professor Lindy Greer 2017 – Present
Service	President, Ph.D. Association of Women, Stanford University Graduate School of Business <ul style="list-style-type: none"> • Recruiting, managing, and supporting committee Present

	<ul style="list-style-type: none"> • Setting programming agenda for 2018/19 • Collaboration with Stanford GSB administration (e.g., budgeting) • Managing the Women in Management (WIM) program for PhD students 	
	<p>Officer, Ph.D. Association of Women, Stanford University Graduate School of Business</p> <ul style="list-style-type: none"> • Organizing talks, panel discussions, workshops, and social events to facilitate conversations about workplace diversity and support women in their careers • Collaborating with the organizing committee (6 graduate students) and the Ph.D. administrative office 	2017
	<p>President, European Society, University College London</p> <ul style="list-style-type: none"> • Responsible for 300+ members of a student organization • Directed a committee of 7 undergraduate students • Organized and led UCL-wide social, cultural, and careers events • Supervised the publication of the Eureka magazine 	2012 – 2013
Selected Scholarships & Awards	<p>Stanford Catalyst for Collaborative Solutions Research Grant</p> <p>Research group led by Scott Delp (PI) received \$2,250,000 for various projects on “Motivating Mobility and Health on a Global Scale”.</p>	2018
	<p>Stanford Center for Digital Health Apple Watch Seed Grant</p> <p>Aimed to facilitate novel and transformative research with health care technology, leveraging the expertise and academic rigor of Stanford to achieve meaningful community health improvements</p>	2017
	<p>SPSP Graduate Travel Award, SPSP Annual Convention</p> <p>Awarded based on the excellence of the submitted conference abstract and on the strength of the applicant’s scholarly achievements</p>	2017
	<p>SPSP Diversity Fund Graduate Travel Award, SPSP Annual Convention</p> <p>Awarded based on the excellence of the applicant’s scholarly record and with the goal to increase diversity within personality and social psychology</p>	2017
	<p>The Dean’s List, Faculty of Arts and Humanities, University College London</p> <p>A commendation to undergraduate students excelling in their chosen field</p>	2015
	<p>Fourth Year Sessional Prize, Dept. of European Social and Political Studies, University College London</p> <p>Awarded to students with the best overall performance in department</p>	2015
	<p>German National Academic Foundation Scholarship</p> <p>Awarded to students of outstanding academic achievements and potential</p>	2012