**Benjamin Moon**

PhD Candidate

Department of Psychology

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Updated November 2024

**Education**

**PhD Industrial-Organizational Psychology**

University of Calgary

Supervisor: Dr. Joshua Bourdage

*2021 – 2025 (expected)*

**MSc Industrial-Organizational Psychology**

University of Calgary

Supervisor: Dr. Joshua Bourdage

*2019 – 2021*

**B.A. Honours in Psychology**

Western University

*2014 – 2019*

**Research Works**

**Published Manuscripts**

**Moon, B.,** Daljeet, K. N., O’Neill, T. A., Harwood, H., Awad, W., & Beletski, L. V. (In Press). Comparing the Efficacy of Faking Warning Types in Pre-Employment Personality Tests: A Meta-Analysis. *Journal of Applied Psychology.* <https://doi.org/10.1037/apl0001224> **TAMUGA/FT50 Journal**

**Moon, B.,** Law, S.J., Bourdage, J.S., Roulin, N., & Melchers, K.G. (2024). The Role of Interviewee Cognitive Capacities, Personality, and Perceived Incongruency on Impression Management in Face-To-Face and Virtual Interviews. *International Journal of Selection and Assessment, 32,* 261-278*.* <https://doi.org/10.1111/ijsa.12460>

**Moon, B.,** Daljeet, K.N., Bourdage, J.S., & Roulin, N. (2024). Impression Management Profiles in Job Interviews: Relations with Applicant Individual Differences and Interview Outcomes. *Journal of Business and Psychology, 39,* 849-870*.* <https://doi.org/10.1007/s10869-023-09918-3>

Daljeet, K. N., **Moon, B.,** & Goffin, R. D. (2024). Individual Differences in Preferences for Social-comparative Performance Ratings. *Current Psychology, 43,* 6876-6889*.* <https://doi.org/10.1007/s12144-023-04847-z>

**Moon, B.,** Lee, N. M. H., & Bourdage, J. S. (2022). Personalized and socialized need for power: Distinct relations to employee traits and behaviors. *Canadian Journal of Behavioural Science, 54*(1), 28-39. <https://doi.org/10.1037/cbs0000279>

**Manuscripts Under Review**

**Moon, B.,** Bourdage, J. S., & Roulin, N. (1st round revise and resubmit). [Title redacted to preserve blind review]. *Submitted to the Journal of Business and Psychology.*

Feeney, J. R., Daljeet, K. N., **Moon, B**., Goffin, R. D., Factor, R., & Doyle, K. (1st round revise and resubmit). [Title redacted to preserve blind review]. *Submitted to Human Performance.*

**Moon, B.,** Daljeet, K. D., Bourdage, J. S., & McCrimmon A. (Under review). [Title redacted to preserve blind review]. *Submitted to the Journal of Applied Psychology.* **TAMUGA/FT50 Journal**

**Moon, B.,** & Bourdage, J. S. (Under review). [Title redacted to preserve blind review]. *Submitted to Administrative Sciences Quarterly.* **TAMUGA/FT50 Journal**

**Conference Presentations**

**Moon, B.,** Bourdage, J. S. (2024, July 17-19). *When, Why, How and to Whom do Team Members use Impression Management? A Qualitative Study* [Poster]. 2024 INGRoup Conference, Charlotte, NC, United States.

**Moon, B.,** Law, S. J., Bourdage, J. S., Roulin, N., & Melchers, K. G. (2024, April 17-20). *The Role of Cognitive Ability on Impression Management in Job Interviews* [Poster]. 2024 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

**Moon, B.,** Bourdage, J. S., & Roulin, N. (2024, April 17-20). *Detecting Interview Faking in Virtual Interviews using Cognitive Interventions* [Poster]. 2024 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Harwood, H., **Moon, B.,** Lee, J., Bourdage, J.S. & Powell, D.M. (2024, April 17-20). *On the Go: Exploring the Use of Interview Anxiety Interventions in an AVI Setting* [Poster]. 2024 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

**Moon, B.,** Daljeet, K., Bourdage, J.S., & Roulin, N. 2023, August 4-8). *Impression Management Profiles in Job Interviews: Relations with Interview Outcomes* [Paper session]. 2023 Academy of Management Annual Conference, Organizational Behavior Division, Boston, MA, United States.

**Moon, B.,** O’Neill, T. A., & Daljeet, K. (2023, August 4-8). *Comparing Findings in Pairwise vs. Network Meta-Analysis & Evaluating the Consistency Assumption* [Paper session]. 2023 Academy of Management Annual Conference, Research Methods Division, Boston, MA, United States.

**Moon, B.,** Law, S., Bourdage, J.S., Roulin, N., & Melchers., K. (2023, August 4-8). *The role of applicant cognition and personality on impression management in virtual interviews* [Paper session]. 2023 Academy of Management Annual Conference, Organizational Behavior Division, Boston, MA, United States.

Lee, J., Harwood, H., **Moon, B.,** Bourdage, J.S., & Powell, D. (2023, June 23-25). *Interview Anxiety Interventions and Asynchronous Video Interview Outcomes* [Symposium]. In the 2023 CSIOP annual student symposium. 2023 Canadian Psychological Association Annual Conference, Calgary, AB, Canada.

**Moon, B.,** Daljeet, K., O'Neill, T., Harwood, H., Awad, W., & Beletski, L. (2023, April 19-22). *Faking Warnings in Pre-Employment Personality Tests: An Updated Network Meta-Analysis.* 2023 Society of Industrial Organizational Psychology Conference, Boston, MA, United States.

**Moon, B.,** Daljeet, K., Bourdage, J.S., & Roulin, N. (2022, June 17-19) *Combining Impression Management Tactics in Job Interviews: A Person-Centered Approach* [Symposium]. In the 2022 CSIOP annual student symposium. 2022 Canadian Psychological Association Annual Conference, Calgary, AB, Canada.

Daljeet, K., **Moon, B**., & Grenier, V. (2022, June 17-19). *Evaluating the factor structure of the Clance Imposter Phenomenon Scale* [Poster].  2022 Canadian Psychological Association Annual Conference, Calgary, AB, Canada

**Moon, B.,** Bourdage, J.S., & Roulin, N. (2022, April 27-30) *Targeting Deceptive IM in Job Interviews through a Cognitive Perspective* [Poster].  2022 Society of Industrial Organizational Psychology Conference, Seattle, WA, United States.

**Moon, B**., Daljeet, K., Awad, W., Harwood, H., Beletski, L., & O'Neill, T. (2021, June 7-25). Comparing the effectiveness of faking warnings within pre-employment personality tests: A Network Meta Analysis [Poster Presentation]. 82nd Annual Convention for the Canadian Psychological Association.

Daljeet, K., **Moon, B**., Harwood, H., Awad, W., Beletski, L., & O'Neill, T. (2021, June 7-25). A Pairwise Meta-Analysis of Faking Warnings [Poster Presentation]. 82nd Annual Convention for the Canadian Psychological Association.

**Moon, B.,** Lee, N., & Bourdage, J. (2020). Personalized and Socialized nPower: Distinct relations to employee traits and behaviours [Poster]. 81st Annual Convention for the Canadian Psychological Association, Montréal, Quebec, Canada - Virtual Event.

**Ad-hoc Reviews**

Applied Psychology: An International Review

Current Psychology

International Journal of Selection and Assessment

Journal of Behavioural and Applied Management

Journal of Computational Social Science

Journal of Personnel Psychology

Personality and Individual Differences

Academy of Management Conference (Organizational Behaviour Division)

INGroup Conference

Society of Industrial-Organizational Psychology Conference

**Undergraduate Co-Supervision**

**University of Calgary, *Department of Psychology***

Nolan Peters (Honours Thesis), *2022-2023*

Jenny Lee (Honours Thesis), *2021-2022*

Harley Harwood (Honours Thesis), *2021-2022*

Jenny Lee (Independent Project), *2021*

*Note.* Co-supervised with Dr. Joshua Bourdage in an unofficial capacity.

**Courses Taught**

**Mount Royal University, *Bissett School of Business***

***Undergraduate courses***

Management 3276 (Organizational Behaviour)*: Winter/Spring/Fall 2024, Winter 2025*

**Miscellaneous Awards**

Certification of Academic Excellence (CPA) for Master’s Thesis, *2022*

Teaching Assistant Award of Excellence (University of Calgary), *2021-2022*

**Service**

**University of Calgary**

Department of Psychology Honours Thesis Subcommittee, *2021-2022*

Brown Bag Committee (IO Area at Department of Psychology), *2020-2022*

**Professional Memberships**

Academy of Management (AOM)

*Organizational Behaviour*

*Research Methods*

Society for Industrial and Organizational Psychology (SIOP)

InGROUP