

## ORIN C. DAVIS, PH.D.

odavis@qllab.org

617-329-1623

### EDUCATION

2010 Ph.D., Positive Organizational Psychology, Claremont Graduate University, Claremont, CA  
2009 M.A., Positive Organizational Psychology, Claremont Graduate University, Claremont, CA  
2004 B.S., Neuroscience, Psychology, Brandeis University, Waltham, MA

### ACADEMIC AWARDS/HONORS

2017 Honorary Faculty, Shandong Technology and Business University, Yantai, China  
2010 Earned first doctorate in positive psychology  
2009 Sigma Xi  
2008-2010 Positive Psychology Fellow, Claremont Graduate University  
2000-2004 Justice Brandeis Scholar, Brandeis University

### PROFESSIONAL ACTIVITIES

Editorial Board: *International Journal of Wellbeing* (2010-Present)  
Consulting Editor: *Journal of Happiness Studies* (2014-Present), *Psychology of Aesthetics Creativity & the Arts* (2016-Present), *American Journal of Play* (2015), *Journal of Positive Psychology* (2013), *Dreaming* (2010), *International Journal of Medical Education* (2010)  
Conference Reviewer: American Psychological Association (2016-Present); World Congress on Positive Psychology (2013-Present); Academy of Management (2012-Present)  
Memberships: American Psychological Association (Divisions: 10, 30), Academy of Management, International Positive Psychology Association, Sigma Xi

### CURRENT

***Adjunct Assistant Professor of Management, NYIT*, (MBA, EMBA, Undergrad) 2016-Present**

***Principal Investigator, Quality of Life Laboratory*, New York, NY; [qllab.org](http://qllab.org) 2010-Present**

- *Research--PI*: Creativity (Creative Ideation, Creative Personality), Flow, Mentoring
- *Research--Collaborations*: Hypnosis, Teamwork, Creativity in Education, Optimism
- *Advising*: Advising multiple students on creativity and self-actualization research
- *Consulting*: Improving employee performance and creativity; Succession planning and mentoring programs; Diversity; Teamwork; Management-employee relationships; Concept development
- *Writing*: Positive Psychology Toolkit, Creativity/Innovation blogger (*42Hire, Prescouter*)
- *Speaking*: Creativity/innovation, mentoring, hiring, diversity, and employee performance
- *Startup Advisor*: Happify, Happy Brain Science, FutureIdeas; pro-bono advisor at Catchafire
- *Startup Incubator Mentor*: Brandeis Innovation Lean Launchpad, Presentense NYC

***Chief Science Officer, SelfSpark*, San Francisco, CA; [selfspark.com](http://selfspark.com) 2012-Present**

- Conducting field research on interventions aimed at enhancing self-actualization
- Maintaining Self Spark's open science policy to make all research and data publicly available
- Integrating and evaluating research across multiple fields to develop the self-actualization canon

## PUBLICATIONS

- **Davis, O.C.**, & Nguyen, T.T. (In Press). Conditional Positive Regard. In V. Zeigler-Hill, & T.K. Shackelford (Eds.) *Encyclopedia of Personality and Individual Differences*. Cham, Switzerland: Springer International Publishing.
- van den Hout, J., J., J., **Davis, O.C.**, & Walrave, B. (2016). Applying the theory of team flow. In L. Harmat, F. Ørsted Andersen, F. Ullén, J. Wright, & G. Sadlo (Eds.) *Flow experience: Empirical research and applications* (pp. 267-288). Cham, Switzerland: Springer International Publishing.
- Katz-Buonincontro, J., **Davis, O.C.**, Aghayere, A., & Rosen, D. (2016). An exploratory pilot study of student creative learning experiences in engineering technology courses. *Journal of Cognitive Education and Psychology*, 15(1), 55-79.
- **Davis, O.C.**, & Gao, X. (2014). Factors that contribute to the willingness to try street hypnosis. *International Journal of Clinical and Experimental Hypnosis*, 62(4), 425-464.
- Mohl, J.A., & **Davis, O.C.** (2014). Tossing the baby out with the (magnetized) bathwater: Comment on studies by Jacobson and colleagues. *American Journal of Clinical Hypnosis*, 57(1), 3-12.
- **Davis, O.C.** (2010). The Creative Personality as a Lens for the Union of Ego-State and Ericksonian Therapy. *Contemporary Hypnosis*, 27(1), 42-47.
- **Davis, O.C.**, & Nakamura, J. (2010). A proposed model for an optimal mentoring environment for medical residents: A literature review. *Academic Medicine*, 85(6), 1060-1066.
- Wrase, J., Makris, N., Schumann, G., Braus, D.F., Mann, K., Treutlein, J., Frank, J., Puls, I., Smolka, M.N., Kennedy, D.N., Caviness, V.S., Hodge, S.M., Tang, L., Albaugh, M., Ziegler, D.A., **Davis, O.C.**, Kissling, C., Gasic, G.P., Breiter, H.C., Heinz, A. (2008). Amygdala volume associated with alcohol abuse, relapse, and craving. *American Journal of Psychiatry*, 165(7), 1179-84.
- **Davis, O.C.**, Geller, A.S., Rizzuto, D.S., Kahana, M.J. (2008). Temporal associative processes revealed by intrusions in paired-associate recall. *Psychonomic Bulletin and Review*, 15(1), 64-69.
- Diamond, S.G., **Davis, O.C.**, Howe, R.D. (2008). Heart Rate Variability as a Quantitative Measure of Trance Depth. *International Journal of Clinical and Experimental Hypnosis*, 56(1), 1-18.
- Diamond, S.G., **Davis, O.C.**, Schaechter, J.D., Howe, R.D. (2006). Hypnosis for Rehabilitation after Stroke: Six Case Studies. *Contemporary Hypnosis*, 23(4), 173-180.

## WORKING PAPERS & WHITE PAPERS

- **Davis, O.C.**, Bunin, V.A., & Dao, T. (2014). Enhanced Ideation with an IdeaKeg. (White Paper for Kiln Ideas, Ltd.).
- **Davis, O.C.** (2012). Mentoring interns and entry-level employees. (White Paper for Intern Bridge).
- **Davis, O.C.** (2010). Why the workplace needs positive psychology. (Working Paper).

**PUBLICATIONS SUBMITTED/IN PREPARATION/UNDER REVISION**

- van den Hout, J.J.J., **Davis, O.C.**, Walrave, B., Gevers, J.M.P., & Weggeman, M.C.D.P. (Under Review). The conceptualization of team flow.
- **Davis, O.C.** (Under Revision). Flow at 50: Reassessing the definition and measurement of flow after 50 years of research.
- **Davis, O.C.**, Neogy, I., Fraley, G., Bunin, V.A., & Hammer, K. (Under Revision). Using kinesthetic tools that reflect cultural trends to spark mashups in workplace innovation.
- Chou, S.C.M., **Davis, O.C.**, Huang, K.K., Cheng, B.S. (Under Revision). Optimal optimism: Establishing a cognitive model of realistic optimism.
- Ma, J.J., Gao, X., & **Davis, O.C.** (Under Revision). Approach attitudes and certainty about life path reflect positive well-being.
- van den Hout, J.J.J., **Davis, O.C.**, Gevers, J.M.P., & Weggeman, M.C.D.P. (In Preparation). Empirical studies on team flow.
- van den Hout, J.J.J., **Davis, O.C.**, Walrave, B., & Weggeman, M.C.D.P. (In Preparation). How collective ambition ignites team flow.
- Ma, J.J., & **Davis, O.C.** (In Preparation). The relationship between sensory-processing sensitivity and creativity.
- Nguyen, T.T., Pearlman, S.L., Kazmi, M., & **Davis, O.C.** (In Preparation). Self-insight and self-determination.
- **Davis, O.C.**, Nakamura, J., & Csikszentmihalyi, M. (In Preparation). Making the most of waiting time.

## **SELECTED POPULAR MEDIA PUBLICATIONS**

### ***CREATIVITY/INNOVATION***

- [The Extra Mile No One Will Go](#). *PreScouter Journal*.
- [Does Innovation Require Diversity?](#) *PreScouter Journal*.
- [When You Don't Have the Resources to Innovate...Fix Your Culture!](#) *PreScouter Journal*.
- The Game that Destroys Innovation. ([Part 1](#); [Part 2](#); [Part 3](#)). *Front End of Innovation*.
- [Why Thinking Outside the Box Is Not Very Creative](#). *PreScouter Journal*.
- [What Happens to Ideas?](#) *Front End of Innovation*.
- [What Does it Take to Innovate? \(7 Principles\)](#). *Front End of Innovation*.

### ***IMPROVING THE WORKPLACE***

- [A Primer on Serious Introductions](#). *Medium*.
- [Why Your Business Should Feel Like Times Square](#). NOBL.
- [Why the Workplace Needs Positive Psychology \(Executive Summary\)](#). (Working Paper.)
- [Keeping Your Employees Happy on a Shoestring Budget \(Six Ways\)](#). *Gregg Fraley's Blog*.

### ***HIRING***

- [How to Hire People with "Soft Skills"](#). *Medium (Don't Panic, Just Hire)*
- [How to Identify A-Players in an Interview](#). *Medium (Don't Panic, Just Hire)*
- [Screen Resumes for What Matters](#). *Medium (Don't Panic, Just Hire)*
- [The Myth of Hiring Passionate Employees](#). *Front End of Innovation*.
- College Professors: The New Headhunters ([Part 1](#); [Part 2](#)). *FutureIdeas*.
- [Why You Can't Find Talent](#). *PreScouter*.
- [Bringing in the Talent: How an Innovating Company Can Get the Right People in the Door](#). (Summary Blog Post). (Essay.)

### ***PERSONAL DEVELOPMENT***

- [What Am I Doing, and Why?](#) *Positive Psychology News Daily*.
- [Making Self-Help Effective](#). *Positive Psychology News Daily*.
- [Reverse Engineering Positive Psychology](#). *Positive Psychology News Daily*.

**INVITED TALKS****2017**

- Recruiting and Managing a High-Performing Team – Brandeis University, Lean LaunchPad/SPARK
- Science panelist (Standing up for Science, Confronting the Monster [in the creative process], How Do We Help the Public Love Science) – LunaCon, Tarrytown, NY

**2016**

- Getting in Your Zone -- Flow and Creativity in the Workplace. Knotel.

**2015**

- [The Hidden Dynamics of Flow and Performance](#). Superhuman Entrepreneur.
- [Making Workplaces Great Places to Work](#). Raw Voices.

**2014**

- [Help Yourself to Self-Help](#). TEDxUMaryland.
- Help, I can't meditate! But I wish I could... SelfSpark Spark Weekend DC.
- Encouraging Critical Thinking on College Campuses: Making Thinking Critical. Judson College.
- How to Realize Your Potential. Academi of Life.
- How to Find a Job You Love. Academi of Life.

**<2014**

- From Ad Hoc to Ad-Roit: Building High Performance Teams Out of Perfect Strangers. University of Pennsylvania, 2013.
- Building Synergy and High Performance Through Team Flow. Association of Change Management Professionals, 2013.
- Training the Best Dentists: Mentoring and Creativity in the Health Sciences. Temple University, 2013.
- Creativity in Daily Life and the Creative Personality. Drexel University, 2013.
- Creating Momentum [in business innovation]. KILNCo webinar panelist, 2012.
- Mentoring Interns and Entry-Level Employees. InternBridge webinar panelist, 2012.
- What It Takes to Start Innovating. Positive Psychology Work Group, 2012.
- Hypnosis: How It Works and What It Does. Brown University, 2012.
- Building Team Flow. University of Pennsylvania, 2012.
- Microflow: The Optimal Sub-Optimal Experience. University of Pennsylvania, 2011.
- Microflow at Work. Positive Psychology Work Group, 2011.
- What Is Microflow and How Do We Use It? Positive Psychology Work Group, 2011.
- Extending Flow and Group Flow to Business Teams. (with Jef van den Hout). Technical University of Eindhoven, 2010.
- The Flow Experience of Business Teams. (with Jef van den Hout). Universiteit Utrecht, 2010.
- Microflow: An Experience Worth Waiting For. American Jewish University, 2010.
- Investigations in Positive Psychology: Flow and Mircoflow. American Jewish University, 2008.
- The Flow of What We Know: Methodologies in Positive Psychology. Pomona College, 2008.

**CONFERENCE PRESENTATIONS**

[WCPP = World Congress on Positive Psychology; ECPP = European Conference on Positive Psychology; APA = American Psychological Association Conference]

**2016**

- The relationship between sensory processing sensitivity, empathy, and creativity. *Orin C. Davis* & Jian Ju Ma. APA.
- Using Microflow to combat boredom. *Orin C. Davis*. ECPP.

**2015**

- How a Collective Ambition Ignites Team Flow. Jef van den Hout & *Orin C. Davis*. WCPP.
- Does a Measure of Creative Personality Predict Creative Accomplishment of Self-Actualization? *Orin C. Davis* & Tess R. Suchoff. Positive Organizational Scholarship Research Conference.

**2014**

- Using Experience Sampling Methodology to Understand the Nature of Learning in Engineering Technology Courses. Jennifer Katz-Buonincontro & *Orin C. Davis*. APA.
- Validating a Measure of the Creative Personality. *Orin C. Davis*. APA.
- The Implications of Microflow on Flow Theory. *Orin C. Davis*. ECPP.
- Toward a Theory of Team Flow. Jef van den Hout & *Orin C. Davis*. ECPP.

**2013**

- Microflow in the Workplace. *Orin C. Davis*. WCPP.
- The Theory of Team Flow. Jef van den Hout & *Orin C. Davis*. WCPP.
- The Gift of High Hypnotizability. John C. Mohl & *Orin C. Davis*. APA.

**2012**

- Creativity in Daily Life and the Creative Personality. *Orin C. Davis*. APA.
- Finding Microflow in the Workplace. *Orin C. Davis*. ECPP.
- Using the Team Flow Monitor. Jef van den Hout & *Orin C. Davis*. ECPP.
- Getting Complex, Getting Creative, & Getting Self-Actualized. *Orin C. Davis*. Positive Psychology in Action, Positive Health Promotion Forum.

**<2012**

- Solitary Activities and Happiness Orientations. Thuy-vy T. Nguyen & *Orin C. Davis*. APA, 2011.
- Toward a Theory of Team Flow. Jef van den Hout & *Orin C. Davis*. WCPP, 2011.
- Microflow: The Optimal *Sub-Optimal* Experience. *Orin C. Davis*. WCPP, 2011.
- Hypnosis Myths in the Media and on the Stage. *Orin C. Davis*. APA, 2010.
- Examining Ericksonian Hypnotherapy Through the Lens of the Creative Personality. *Orin C. Davis*. APA, 2009.
- Jump! How High? Using ERPs in the Dorsolateral Prefrontal Cortex to Characterize Hypnosis. *Orin C. Davis*. Athinoula A. Martinos Center for Biomedical Imaging Retreat, 2005.

**ABSTRACTS/POSTERS****2016**

- Katz-Buonincontro, J.L., & **Davis, O.C.** Studying Engineering Technology Courses Designed to Promote Student Creativity. American Educational Research Association Conference.

**2014**

- van den Hout, J., & **Davis, O.C.** Toward a Theory of Team Flow. European Conference on Positive Psychology.
- van den Hout, J., & **Davis, O.C.** Team Flow Conditions. European Conference on Positive Psychology.

**2012**

- Nguyen, T.T., **Davis, O.C.**, & Deci, E.L. Intrinsic Striving for Excellence versus Introjected Pursuit of Perfection. International Conference on Motivation.
- Gao, X., & **Davis, O.C.** How Do Happy People See Their Lives Differently From Others? American Psychological Association.
- Gao, X., & **Davis, O.C.** Factors that Contribute to the Willingness to Try Street Hypnosis. American Psychological Association.

**2008-2011**

- Nguyen, T.T., Pearlman, S.L., & **Davis, O.C.** Developing Self-Insight: The Self-Determination Theory Perspective. World Congress on Positive Psychology, 2011.
- van den Hout, J., & **Davis, O.C.** Toward a Theory of Team Flow. European Conference on Positive Psychology, 2010.
- **Davis, O.C.**, Nakamura, J., & Csikszentmihalyi, M. Microflow: Models and Phenomenology. World Congress on Positive Psychology, 2009.
- **Davis, O.C.**, Nakamura, J., & Csikszentmihalyi, M. Toward an Optimal Mentoring Environment for Medical Residents. American Psychological Association, 2008.
- **Davis, O.C.**, Nakamura, J., & Csikszentmihalyi, M. A First Look at the Phenomenology of Microflow. Western Psychological Association, 2008.

**<2008**

- Kennedy, D.N., Kaiser, J.R., Albaugh, M.D., Normandin, J.J., Papadimitriou, G.M., Jackson, J.S., **Davis, O.C.**, Hodge, S.M., Tulloch, S.N., Boriel, D.L., Haselgrove, C., Piennar, R., Tang, L., Howard, J.D., Caviness Jr., V.S., Makris, N., & Yeterian, E.H. An MRI-based Wiring Diagram of the Human Cerebrum. Society for Neuroscience, 2005.
- Makris, N., Schmahmann, J.D., Howard, J.D., Kaiser, J.R., Hodge, S.M., Papadimitriou, G.M., Boriel, D.L., Tang, L., Tulloch, S.N., **Davis, O.C.**, Jackson, J.S., Haselgrove, C., Piennar, R., Hui, K.K.S., Seidman, L.S., Rauch, S., Caviness Jr., V.S., & Kennedy, D.N. Segmentation of the Human Cerebellar Cortex Using MRI-based Atlasing. Society for Neuroscience, 2005.
- **Davis, O.C.**, & Carrol, R.C. The Current State of Mind? How the Trafficking of AMPA Receptors Affects the Signaling at a Synapse. Albert Einstein College of Medicine Summer Undergraduate Research Program Abstract Compendium, 2003.

**TEACHING EXPERIENCE**

(\* live lecture/online [synchronous]; + online only [synchronous]; ^ live lecture and asynchronous online sections)

Psychology

Introduction to Psychology, Iona College	2016, 2017
Advanced Cognitive Psychology, University of Massachusetts Boston	2015+
Attention and Perception, CUNY, Baruch College	2014
Introduction to Psychology, CUNY, Baruch College	2013, 2014
Learning and Behavior, Brandeis University	2013
Introduction to Psychology, CUNY, Medgar Evers College	2010, 2011
Learning Theories, American Jewish University	2010

Statistics/Methods

Research Methods, CUNY, Baruch College	2014
Statistics, CUNY, Baruch College	2013, 2014
Business Statistics, Yeshiva University, Sy Syms School of Business	2013
Pre-Statistics, Yeshiva University, Sy Syms School of Business	2013
Experimental Psychology, CUNY, Medgar Evers College	2011

Management/Industrial-Organizational Psychology

Strategic Human Resource Management, NYIT	2017
Organizational Psychology (EMBA): NYIT-JUFE (China), NYIT (Manhattan)	2016, 2017
Organizational Psychology (Undergraduate), NYIT-SBTU (China)	2017
Business Policy (BBA capstone course), CUNY, Zicklin School of Business	2016
Fundamentals of Management, CUNY, Zicklin School of Business	2015
Training and Development, CUNY, Zicklin School of Business	2015
Human Resource Management, CUNY, Lehman College	2015
Industrial-Organizational Psychology, CUNY, Baruch College	2013
Positive Psychology in the Workplace (online asynchronous), Project Polymath	2012

Creativity

Seminar in Creativity, University of Massachusetts Boston	2015+
Conceptual Change and Learning, University of Massachusetts Boston	2015*
Metacognition, University of Massachusetts Boston	2014*
Tools and Techniques in Creativity, Drexel University	2014^
Creativity in the Workplace, Drexel University	2013, 2014^
Foundations of Creativity, Drexel University	2013^

***STEP Instructor, Barnard College***, New York, NY

College Writing, Psychology, Algebra, Test Preparation (SHSAT, SAT)	2013, 2014
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***UCLA Summer Discovery Instructor***, Los Angeles, CA

Pre-Algebra (middle school), Sport Psychology (high school), Spanish (high school)	2008, 2009
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***Swing Dance Instructor***, Cambridge and Waltham, MA

East Coast, Charleston, and Basics of Rhythm, MIT Lindy-Hop Society	2004-2007
Basic Swing, MIT Independent Activities Period (IAP)	2005
East Coast Swing, Brandeis University; Troupe Coordinator and performer	2001-2004