

# ORIN C. DAVIS, PH.D.

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## 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

## CURRENT

***Adjunct Assistant Professor of Management, NYIT***, (MBA, EMBA, Undergrad) **2016-Present**  
***Adjunct Assistant Professor of Psychology, Fordham University*** **2018-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*: Hiring; Improving employee performance and creativity; Designing mentoring programs; Diversity; Teamwork; Management-employee relationships; Concept development; Startup strategy
- *Coaching*: Leadership; Professional Development; Career
- *Writing*: Positive Psychology Toolkit, Creativity/Innovation/Business blogger (*42Hire, Prescouter*)
- *Speaking*: Creativity/innovation, mentoring, hiring, diversity, and employee performance
- *Startup Advisor*: Happify, Happy Brain Science, IdeaCoil; pro-bono advisor at Catchafire
- *Startup Incubator Mentor*: Brandeis Innovation Lean Launchpad, Presentense NYC

***Head of Behavioral Science, Vervoe***, Melbourne, Australia; [vervoe.com](http://vervoe.com) **2018-Present**

- Design effective skill tests for assessing candidates across a wide range of fields and companies
- Work with an array of firms around the globe, from startups to Fortune 500 companies, to design custom hiring tests and consult on hiring processes and strategies
- Develop additional products and services that promote intelligent and effective hiring
- Liaise with sales and PR teams to create media campaigns and marketing materials

**ACADEMIC AWARDS/HONORS**

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

**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**
- *Frontiers in Psychology* (Host editor for special edition) **2018**
- *European Journal of Work & Organizational Psychology* **2017**
- *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) **2008-Present**
- International Positive Psychology Association **2008-Present**
- Sigma Xi **2009-Present**
- Academy of Management **2010-Present**
- European Flow Researchers Network **2010-Present**

## PUBLICATIONS

- van den Hout, J.J.J., **Davis, O.C.**, & Weggeman, M.C.D.P. (2018). The conceptualization of team flow. *The Journal of Psychology: Interdisciplinary and Applied*, 152(6), 388-423.
- van den Hout, J.J.J., Gevers, J.M.P., **Davis, O.C.**, & Weggeman, M.C.D.P. (2017). Overcoming impediments to team flow. *Challenging Organisations & Society*, 6(2), 1165-1181.
- **Davis, O.C.**, & Nguyen, T.T. (2017). Conditional Positive Regard. In V. Zeigler-Hill, & T.K. Shackelford (Eds.) *Encyclopedia of Personality and Individual Differences* (pp. 1-4). 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., Gevers, J.M.P., **Davis, O.C.**, & Weggeman, M.C.D.P. (Under Review). Developing and testing the Team Flow Monitor (TFM).
- **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.** (Monograph in Preparation). Team Flow: From a Collective Ambition to a Desire to Reconvene. Cham, Switzerland: Springer International Publishing.
- 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.

## **INVITED TALKS**

### **2018**

- [How to Create a Work Culture that Drives Growth and Sales – The Art of Appointment Setting Podcast \(Top 20 podcast\)](#), 2018
- [Flow and Self-Actualization – Mental Mastery Podcast](#), 2018
- Practical Tips from the Science of Happiness – Public Companies M&A Experts' Discussion Group (China; director: Bin HAN), 2018
- How to Avoid Data Pitfalls – The Product School, 2018

### **2017**

- Are Creative People Born or Made? Studies in Sensory Processing Sensitivity and the “Creative Personality” – Pace University, 2017
- Making Numbers Lie: Pitfalls of Survey Data – World Bank, 2017
- A conversation on positive psychology and startups – [Get the Funk Out](#), 2017
- Recruiting and Managing a High-Performing Team – Brandeis University, Lean LaunchPad/SPARK, 2017
- Science panelist (Standing up for Science, Confronting the Monster [in the creative process], How Do We Help the Public Love Science) – LunaCon, Tarrytown, NY, 2017

**INVITED TALKS <2017**

- Getting in Your Zone -- Flow and Creativity in the Workplace. Knotel, 2016.
- [The Hidden Dynamics of Flow and Performance](#). Superhuman Entrepreneur, 2015.
- [Making Workplaces Great Places to Work](#). Raw Voices, 2015
- [Help Yourself to Self-Help](#). TEDxUMaryland, 2014.
- Help, I can't meditate! But I wish I could... SelfSpark Spark Weekend DC, 2014.
- Encouraging Critical Thinking on College Campuses: Making Thinking Critical. Judson College, 2014.
- How to Realize Your Potential. Academi of Life, 2014.
- 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]

**2018**

- Finding Flow and Microflow in Daily Life, **Davis, O.C.**, ECPP.
- Defining and Assessing the Nature of Team Flow. Van den Hout, J.J.J. & **Davis, O.C.** ECPP.

**<2018**

- Metacognitive Awareness of a Suggested Dyscalculia: A Phenomenological Inquiry With Highly Hypnotizable People. Mohl, J.C. & **Davis, O.C.** APA, 2017.
- Mythbusting the Mythbusters: Debunking the Popular Media's Failures to Debunk the Myths of Hypnosis. Mohl, J.C. & **Davis, O.C.** APA, 2017.
- The Definition of Creativity Redux (Discussant). **Davis, O.C.** APA, 2017.
- The relationship between sensory processing sensitivity, empathy, and creativity. **Davis, O.C.** & Ma, J.J.. APA, 2016.
- Using Microflow to combat boredom. **Davis, O.C.** ECPP, 2016.
- How a Collective Ambition Ignites Team Flow. Van den Hout, J.J.J. & **Davis, O.C.** WCPP, 2015.
- Does a Measure of Creative Personality Predict Creative Accomplishment of Self-Actualization? **Davis, O.C.** & Suchoff, T.R. Positive Organizational Scholarship Research Conference, 2015.
- Using Experience Sampling Methodology to Understand the Nature of Learning in Engineering Technology Courses. Katz-Buonincontro, J.L. & **Davis, O.C.** APA, 2014.
- Validating a Measure of the Creative Personality. **Davis, O.C.** APA, 2014.
- The Implications of Microflow on Flow Theory. **Davis, O.C.** ECPP, 2014.
- Toward a Theory of Team Flow. Van den Hout, J.J.J. & **Davis, O.C.** ECPP, 2014.
- Microflow in the Workplace. **Davis, O.C.** WCPP, 2013.
- The Theory of Team Flow. Van den Hout, J.J.J. & **Davis, O.C.** WCPP, 2013.
- The Gift of High Hypnotizability. Mohl, J.C. & **Davis, O.C.** APA, 2013.
- Creativity in Daily Life and the Creative Personality. **Davis, O.C.** APA, 2012.
- Finding Microflow in the Workplace. **Davis, O.C.** ECPP, 2012.
- Using the Team Flow Monitor. Van den Hout, J.J.J. & **Davis, O.C.** ECPP, 2012.
- Getting Complex, Getting Creative, & Getting Self-Actualized. **Davis, O.C.** Positive Psychology in Action, Positive Health Promotion Forum, 2012.
- Solitary Activities and Happiness Orientations. Nguyen, T.T. & **Davis, O.C.** APA, 2011.
- Toward a Theory of Team Flow. Van den Hout, J.J.J. & **Davis, O.C.** WCPP, 2011.
- Microflow: The Optimal *Sub-Optimal* Experience. **Davis, O.C.** WCPP, 2011.
- Hypnosis Myths in the Media and on the Stage. **Davis, O.C.** APA, 2010.
- Examining Ericksonian Hypnotherapy Through the Lens of the Creative Personality. **Davis, O.C.** APA, 2009.
- Jump! How High? Using ERPs in the Dorsolateral Prefrontal Cortex to Characterize Hypnosis. **Davis, O.C.** Athinoula A. Martinos Center for Biomedical Imaging Retreat, 2005.

**ABSTRACTS/POSTERS****2017**

- Ma, J.J., & **Davis, O.C.** The relationship between sensory processing sensitivity, personality, and creative achievement. American Psychological Association Conference.

**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.

**<2014**

- 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.
- 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.
- 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.

## **SELECTED POPULAR MEDIA PUBLICATIONS**

### ***PSYCHOLOGY***

- [The Differences Among Mindfulness, Flow, and Hypnosis](#). *Positive Psychology News Daily* (co-written with Vera Ludwig)
- [A Point-by-Point Response to the Memo “Google’s Ideological Echo Chamber”](#). *Medium* (*Don’t Panic, Just Hire*)

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

- [The Critical Thinking Skills Employers Think They Want...And the Ones They Actually Need](#). *Medium* (*Don’t Panic, Just Hire*).
- [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***

- [5 Things More Important than Employee Engagement](#). *Medium*.
- [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 Conduct a Successful Interview](#). *Medium* (*Don’t Panic, Just Hire*).
- [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 are the New Headhunters](#). *Medium* (*Don’t Panic, Just Hire*).
- [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*.



**TEACHING EXPERIENCE**

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

**Psychology**

Psychology and Human Values (Positive Psychology), Fordham University	2018
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/HR/Industrial-Organizational Psychology**

Talent Management (EMBA), NYIT (Manhattan)	2017
Organizational Behavior (EMBA): NYIT-JUFE (China), NYIT (Manhattan)	2016-2018
Organizational Behavior (Undergraduate), NYIT-SBTU (China)	2017
Strategic Human Resource Management, CUNY, Brooklyn College	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^

**Middle/High School Enrichment**

College Writing, Psychology, Algebra, Test Preparation, STEP Barnard College	2013, 2014
Pre-Algebra (MS), Sport Psychology (HS), Spanish (HS), UCLA Summer Discovery	2008, 2009

**Swing Dance**

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