

# Curriculum Vitae

## Dr. Simon Breil

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### Research Interests

I am interested in the expression and perception of individual differences within interpersonal situations. This includes the overarching structure of behavioral expression, the relations between expressed behaviors and situational demands, the integration of behaviors into evaluations, and the validity and accuracy of resulting interpersonal judgments. Insights into these processes provide a nuanced understanding of 1) how people are and 2) how they are perceived. These insights form the core of my research topics and practical applications, which include:

- The conceptualization, assessment, and development of social skills
- The dynamic expression and assessment of personality in real-life contexts
- The accuracy of personality judgments
- Understanding and validating different selection procedures aimed to measure individual differences in high-stakes settings, such as assessment centers, multiple speed assessments, interviews, or situational judgment tests

### Education

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|------|--|
| 2020 | <b>Dr. rer. nat.</b><br><i>Psychological Assessment and Personality Psychology, University of Münster</i><br>- Final grade: <u>summa cum laude</u><br>- Topic: Assessing Social Skills: The Behavioral Expression and Interpersonal Perception of Individual Differences in High-Stakes Settings |
| 2016 | <b>M.Sc. Psychology</b><br><i>University of Münster</i><br>- Final grade 1.0 (GPA <u>4.0</u> )   |
| 2013 | <b>B.Sc. Psychology</b><br><i>University of Münster</i><br>- Final grade 1.7 (GPA: <u>3.3</u> )  |
| 2009 | <b>Abitur (high school diploma)</b><br><i>Humboldt-Gymnasium Düsseldorf</i><br>- Final grade 1.5 (GPA: <u>3.5</u> )  |

## Professional Positions

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| Since 08/2023     | <b>Managing Director</b><br><i>Center for Social Skills (CeSoS), University of Münster</i>                     |
| Since 11/2020     | <b>Lecturer</b><br><i>University of Münster Professional School gGmbH</i>                                      |
| 03/2022 – 07/2023 | <b>People Analytics &amp; Operations Manager</b><br><i>BabyOne Franchise- und Systemzentrale GmbH</i>          |
| 04/2016 – 03/2022 | <b>Research Associate</b><br><i>Psychological Assessment and Personality Psychology, University of Münster</i> |

## International Experience

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|-------------------|--|
| 01/2015 – 02/2015 | <b>Research Stay</b><br><i>University of California, Davis, USA</i><br>- Supervised by Prof. Simine Vazire |
| 08/2014 – 12/2014 | <b>Semester Abroad</b><br><i>California State University, Chico, USA</i>                                   |

## Courses Taught

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|-----------|---|
| Seminars: | Evidence-based Management and Empirical-Scientific Methods (graduate)<br>Personality and Development in the Job (graduate)<br>Personality and Interpersonal Perception at Zero Acquaintance (German and English)<br>Personality and Ability Testing<br>Diagnostic Interviewing<br>Construction of Tests and Questionnaires (graduate) |
| Lectures: | Fundamentals of Psychological Assessment  |

## Awards and Funding

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|-------------|---|
| 12/2021     | <b>Dissertation award</b> of the University of Münster (Faculty of Psychology/Sport)  |
| 2018 – 2021 | <b>BMBF-project:</b> “Significantly involved scientist” in the <i>stav - Studierendenauswahl-Verbund - Teilprojekt Münster</i> , funded by the Federal Ministry of Education and Research (BMBF); our lab (Prof. Dr. Mitja Back) received 360.000€ for my position, student assistants, and conference expenses |
| 07/2018     | <b>Travel grant</b> from the German Academic Exchange Service (DAAD) to the <i>19th European Conference on Personality</i>  |
| 09/2017     | <b>Price for outstanding master thesis</b> (Pearson-Preis) in the field of personality psychology awarded by the section Personality Psychology and Psychological Assessment of the German Psychological Society  |

- 02/2017            **Best evaluated seminar** (student evaluation) in the psychology department  
*(Diagnostic Interviewing)*
- 09/2015 – 01/2017    **Travel grants** to the *13th meeting of the section Differential Psychology and Psychological Assessment of the German Psychological Society* | *18th European Conference on Personality* | *50th Congress of the German Psychological Society* | *18th Annual Meeting of the Society for Personality and Social Psychology* (all from the University of Münster)
- 08/2014            **PROMOS scholarship** by the German Academic Exchange Service (DAAD) for a semester abroad at the California State University Chico, USA

## Journal Reviewing

Advances in Health Sciences Education | BMC Medical Education | European Journal of Personality | European Journal of Psychological Assessment | Journal of Occupational and Organizational Psychology | Journal of Personality and Social Psychology | Personality and Individual Differences | Personality Science | Teaching and Learning in Medicine

## Media Coverage

Print and online media (e.g., Süddeutsche Zeitung, Spektrum, Wirtschaftspsychologie Heute) | YouTube and Instagram (e.g., 15 Minuten Wirtschaftspsychologie by Prof. Dr. Kanning) | Radio

## Publications

- [18] Ingold, P. V., Heimann, A. L., & **Breil, S. M.** (in press). Any slice is predictive? On the consistency of impressions from the beginning, middle, and end of assessment center exercises and their relation to performance. *Industrial and Organizational Psychology*
- [17] Härtel, T. M., **Breil, S. M.**, Grunenberg, E., & Back, M. D. (2024). Relationships between resumé cues and applicants' personality. *Applied Psychology*. <https://doi.org/10.1111/apps.12522>
- [16] **Breil, S. M.**, Lievens, F., Forthmann, B., & Back, M. D. (2023). Interpersonal behavior in assessment center role-play exercises: Investigating structure, consistency, and effectiveness. *Personnel Psychology*, 76(3), 759–795. <https://doi.org/10.1111/peps.12507>
- [15] Hater, L., Elsaadawy, N., Biesanz, J. C., **Breil, S. M.**, Human, L. J., Niemeyer, L. M., Tissera, H., Back, M. D. & Carlson, E. N. (2023). Examining individual differences in meta-perceptive accuracy using the Social Meta-Accuracy Model. *Journal of Personality and Social Psychology*, 125(5), 1119–1135. <https://doi.org/10.1037/pspp0000479>
- [14] Kroencke, L., Humberg, S., **Breil, S. M.**, Geukes, K., Zoppolat, G., Balzarini, R. N., Alonso-Ferres, M., Slatcher, R. B., & Back, M. D. (2023). Extraversion, social interactions, and well-being during the COVID-19 pandemic: Did extraverts really suffer more than introverts? *Journal of Personality and Social Psychology*, 125(3), 649–679. <https://doi.org/10.1037/pspp0000468>
- [13] **Breil, S. M.**, Forthmann, B., Back, M. D. (2022). Measuring distinct social skills via multiple speed assessments – a behavior-focused personnel selection approach. *European Journal of Psychological Assessment*, 38(3), 224–236. <https://doi.org/10.1027/1015-5759/a000657>
- [12] **Breil, S. M.**, Mielke, I., Ahrens, H., Geldmacher, T., Sensmeier, J., Marschall, B., & Back, M. D. (2022). Predicting actual social skill expression from personality and skill self-concepts. *Journal of Intelligence*, 10(3), Article 48. <https://doi.org/10.3390/intelligence10030048>
- [11] **Breil, S. M.**, Schweppe, P. C., Geukes, K., Biesanz, J. C., Quintus, M., Wagner, J., Wrzus, C., Nestler, S., & Back, M. D. (2022). The incremental validity of average states: A replication and extension of Finnigan and Vazire (2018). *Journal of Personality and Social Psychology*, 123(3), e23–e37. <https://doi.org/10.1037/pspp0000408>
- [10] Cannata, D., **Breil, S. M.**, Lepri, B., Back, M. D., & O'Hora, D. (2022). Toward an integrative approach to nonverbal personality detection: Connecting psychological and artificial intelligence research *Technology, Mind, and Behavior*, 3(2). <https://doi.org/10.1037/tmb0000054>
- [9] Kuper, N., **Breil, S. M.**, Horstmann, K. T., Roemer, L., Lischetzke, T., Sherman, R. A., Back, M. D., Denissen, J. J. A., & Rauthmann, J. F. (2022). Individual differences in contingencies between situation characteristics and personality states. *Journal of Personality and Social Psychology*, 123(5), 1166–1198. <https://doi.org/10.1037/pspp0000435>
- [8] Mielke, I., **Breil, S. M.**, Ameling, D., Espe, L., & Knorr, M. (2022). Assessing distinguishable social skills in medical admission - Does construct-driven development solve validity issues of situational judgment tests? *BMC Medical Education*, 22, Article 293. <https://doi.org/10.1186/s12909-022-03305-x>
- [7] **Breil, S. M.**, Osterholz, S., Nestler, S., & Back, M. D. (2021). Contributions of nonverbal cues to the accurate judgment of personality traits. In T. D. Letzring & J. S. Spain (Eds.), *The Oxford handbook of accurate personality judgment* (pp. 195–218). Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780190912529.013.13>
- [6] Osterholz, S., **Breil, S. M.**, Nestler, S., & Back, M. D. (2021). Lens and dual lens models. In T. D. Letzring & J. S. Spain (Eds.), *The Oxford handbook of accurate personality judgment* (pp. 45–60). Oxford University Press <https://doi.org/10.1093/oxfordhb/9780190912529.013.4>

- [5] **Breil, S. M.**, Forthmann, B., Hertel-Waszak, A., Ahrens, H., Brouwer, B., Schönefeld, E., Marschall, B., Back, M. D. (2020). Construct validity of multiple mini interviews – Investigating the role of stations, skills, and raters using Bayesian G-theory. *Medical Teacher*, 42(2), 164–171. <https://doi.org/10.1080/0142159X.2019.1670337>
- [4] Rau, R., Thielmann, I., **Breil, S. M.**, Geukes, K., Krause, S., Nikoleizig, L., Back, M. D., & Nestler, S. (2020). Do perceiver effects in interpersonal perception predict cooperation in social dilemmas? *Collabra: Psychology*, 6(1), Article 35. <https://doi.org/10.1525/collabra.332>
- [3] **Breil, S. M.**, Geukes, K., Wilson, R. E., Nestler, S., Vazire, S., & Back, M. D. (2019). Zooming into real-life extraversion – How personality and situation shape sociability in social interactions. *Collabra: Psychology*, 5(1), Article 7. <https://doi.org/10.1525/collabra.170>
- [2] Geukes, K., **Breil, S. M.**, Hutteman, R., Nestler, S., Küfner, A. C. P., & Back, M. D. (2019). Explaining the longitudinal interplay of personality and social relationships in the laboratory and in the field: The PILS and the CONNECT study. *PlosOne*, 14(1), Article e0210424. <https://doi.org/10.1371/journal.pone.0210424>
- [1] **Breil, S. M.**, Geukes, G., Back, M. D. (2017). Using situational judgment tests and assessment centres in personality psychology: Three suggestions. *European Journal of Personality*, 31(5), 442–443. <https://doi.org/10.1002/per.2119>

## Conference Contributions, Workshops, & Talks

- Breil, S. M.** (2024, February 23). *Eröffnung: Center for Social Skills (CeSoS) - Was sind soziale Kompetenzen und wie kann man sie erfassen und trainieren?* [colloquium presentation]. Research colloquium of the Institute of Psychology, Münster, Germany
- Breil, S. M.**, & Oberst, S. (2021, September 29-30). *Nicht-kognitive Kompetenzen: Chancen und Limitationen* [conference presentation]. stav Symposium 2021, Hamburg, Germany
- Breil, S. M.**, & Back, M. D. (2021, September 22-24). *Multiple Speed Assessments zur Messung unterschiedbarer sozialer Kompetenzen* [conference presentation]. 12th Conference of the section Work-, Organizational- and Business Psychology (AOW) of the German Psychological Society (DGPs), Chemnitz, Germany
- Breil, S. M.**, & Geldmacher, T., Knorr, M., Mielke, I. (2021, September 16-17). *Erfassung von sozialen Kompetenzen im Auswahlprozess: Ein Workshop zur Entwicklung von konstruktbasierten Multiple Mini-Interview Rollenspielen und Situational Judgment Tests* [workshop]. Annual Conference of the German Association for Medical Education (GMA) 2021, Zürich, Switzerland
- Breil, S. M.** (2021, July 27). *Die Verhaltensbasierte Erfassung sozialer Kompetenzen bei der Studierendenauswahl: Eine Perspektive für die Psychologie?* [colloquium presentation]. Research colloquium of the Institute of Psychology, Münster, Germany
- Breil, S. M.**, Hater, L., & Back, M. D. (2020, February 27-29). *Personality expression in assessment center exercises – Investigating intra- and interindividual differences in interpersonal behaviors* [poster presentation]. 2020 Society for Personality and Social Psychology (SPSP) Convention, New Orleans, LA, USA
- Breil, S. M.** (2019, November 21-22). *Quo vadis Auswahlverfahren? Praxisbeispiele aus der Medizin: Multiple Mini-Interviews* [discussion forum]. BMBF Fachtagung "Eingangstests unter der Lupe Studienbeginn begleiten, Hochschulerfolg erhöhen", Berlin, Germany
- Breil, S. M.**, & Back, M. D. (2019, September 25-26). *Konstruktvalidität von (Speed) Assessment Centern - Welche Verhaltensweisen zählen wirklich?* [conference presentation]. 11th Conference of the section Work-, Organizational- and Business Psychology (AOW) of the German Psychological Society (DGPs), Braunschweig, Germany.

- Breil, S. M.**, Hertel-Waszak, A., Knorr, M., Marschall, B., & Back, M. D. (2019, September 16-18). *Measuring social skills via Multiple Mini 'Interviews' – Empirical results and implications* [conference presentation]. 15th Conference of the Differential Psychology, Personality Psychology and Psychological Assessment (DPPD) of the German Psychological Society (DGPs), Dresden, Germany
- Breil, S. M.**, Osterholz, S., Nestler, S., & Back, M. D. (2019, September 16-18). *Which behaviors matter? Investigating the perceived and actual relationship between nonverbal cues and the Big Five* [poster presentation]. 15th Conference of the Differential Psychology, Personality Psychology and Psychological Assessment (DPPD) of the German Psychological Society, Dresden, Germany
- Breil, S. M.**, & Back, M. D. (2019, July 10-12). *A dynamic perspective on assessment center construct validity - Investigating intra- and interindividual differences in performance and behavior* [conference presentation]. EAWOP Small Group Meeting: Personality Dynamics at Work, Lübeck, Germany
- Breil, S. M.**, & Back, M. D. (2019, May 29 - June 1). *A deeper look at construct validity of assessment centers - Which behaviors do actually matter?* [conference presentation]. 19th European Association of Work and Organizational Psychology (EAWOP) Congress, Torino, Italy
- Breil, S. M.**, & Back, M. D. (2019, April 2-6). *A deeper look at construct validity of assessment centers - Which behaviors do actually matter?* [conference presentation]. 3rd World Conference on Personality, Hanoi, Vietnam
- Breil, S. M.**, & Back, M. D. (2019, April 2-6). *Personality expression in personnel selection and job performance: A dynamic approach* [chaired symposium]. 3rd World Conference on Personality, Hanoi, Vietnam
- Breil, S. M.**, & Back, M. D. (2018, September 15-20). *Erste Eindrücke im Assessment Center: Zusammenhänge zwischen initialen Bewertungen, späteren Urteilen und relevanten Verhaltensweisen* [conference presentation]. 51th Congress of the German Psychological Society (DGPs), Frankfurt am Main, Germany
- Breil, S. M.**, & Back, M. D. (2018, July 17-21). *First impressions of performance in assessment centers: Useful or useless* [conference presentation]. 19th European Conference on Personality (ECP), Zadar, Croatia
- Breil, S. M.**, & Back, M. D. (2017, September 13-15). *SELECT: Urteilsprozesse im Auswahlkontext* [data blitz presentation]. 10th Conference of the section Work-, Organizational- and Business Psychology (AOW) of the German Psychological Society (DGPs), Dresden, Germany
- Breil, S. M.** (2017, September 4-6). *Geselligkeit im Alltag: Wie Persönlichkeit und Situation geselliges Verhalten in realen sozialen Interaktionen beeinflussen* [award ceremony presentation]. 14th Conference of the Differential Psychology, Personality Psychology and Psychological Assessment (DPPD) of the German Psychological Society (DGPs), Munich, Germany
- Breil, S. M.**, & Back, M. D. (2017, September 4-6). *I Choose You: Soziale Wahrnehmung im Auswahlprozess* [conference presentation]. 14th Conference of the Differential Psychology, Personality Psychology and Psychological Assessment (DPPD) of the German Psychological Society (DGPs), Munich, Germany
- Breil, S. M.**, Geukes, K., Wilson, R. E., Nestler, S., Vazire, S., & Back, M. D. (2017, January, 19-21). *Sociability in daily life: How personality and context shape sociability in real-life social interactions* [poster presentation]. 2017 Society for Personality and Social Psychology (SPSP) Convention, San Antonio, TX, USA
- Breil, S. M.**, Geukes, K., Wilson, R. E., Nestler, S., Vazire, S., & Back, M. D. (2016, September 18-22). *Geselligkeit im Alltag - Wie Persönlichkeit und Situation geselliges Verhalten in realen sozialen Interaktionen beeinflussen* [conference presentation]. 50th Congress of the German Psychological Society (DGPs), Leipzig, Germany

- Breil, S. M.**, Geukes, K., Wilson, R. E., Nestler, S., Vazire, S., & Back, M. D. (2016, July 19-23). *Sociability in daily life – How personality and context shape the sociability in real-life social interactions* [conference presentation]. 18th European Conference on Personality (ECP), Timisoara, Romania
- Breil, S. M.**, Geukes, K., Wilson, R. E., Vazire, S., & Back, M. D. (2015, September 21-23). *Interaction in action: Einfluss von Extraversion und sozialem Kontext auf Geselligkeit in realen Interaktionen* [conference presentation]. 13th Conference of the Differential Psychology, Personality Psychology and Psychological Assessment (DPPD) of the German Psychological Society (DGPs), Mainz, Germany