

# Curriculum Vitae

## Dr. Simon Mats Breil

### Research Interests

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

- The conceptualization, assessment, and development of social skills / social competencies
- The dynamic expression and assessment of personality in real-life contexts
- The accuracy of personality judgments
- The understanding and validation of different selection procedures that aim to measure individual differences in high-stakes settings
  - Assessment Center
  - Multiple-Mini Interviews
  - Multiple Speed Assessments
  - Situational Judgment Tests
  - Résumés / CVs

### Education

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| 2020 | <b>Dr. rer. nat.</b><br><i>Psychological Assessment and Personality Psychology, University of Münster</i> <ul style="list-style-type: none"><li>• Final grade: <u>summa cum laude</u></li><li>• Topic: Assessing Social Skills: The Behavioral Expression and Interpersonal Perception of Individual Differences in High-Stakes Settings</li><li>• Advisors: Prof. Dr. Mitja Back, Prof. Dr. Uwe Kanning, Prof. Dr. Guido Hertel</li></ul> |
| 2016 | <b>M.Sc. Psychology</b><br><i>University of Münster</i> <ul style="list-style-type: none"><li>• Final grade 1.0 (GPA <u>4.0</u>)</li><li>• Master thesis: How Personality and Situation Shape Real-Life Behavior</li></ul>   |
| 2013 | <b>B.Sc. Psychology</b><br><i>University of Münster</i> <ul style="list-style-type: none"><li>• Final grade 1.7 (GPA: <u>3.3</u>)</li><li>• Bachelor Thesis: Influence of Similarity on Personality Judgments</li></ul>  |
| 2009 | <b>Abitur (high school diploma)</b><br><i>Humboldt-Gymnasium Düsseldorf</i> <ul style="list-style-type: none"><li>• Final grade 1.5 (GPA: <u>3.5</u>)</li></ul>  |

## **Professional Positions**

- Since 03/2022      **People Analytics Manager**  
*BabyOne Franchise- und Systemzentrale GmbH*
- Responsible for building the company's people analytics portfolio
  - Responsible for strengthening the company's evidence-based management by focusing on data and empirical-scientific methods
  - Central point of contact for all data and data-based decisions in the human resources area
- Since 11/2020      **Lecturer and Trainer**  
*Münster University Continuing Education*
- Involved in the conception and implementation of the part-time master's program: Leadership and Human Resource Management
  - Repeated lecturer in the modules: "evidence-based management and empirical-scientific methods" and "personality and development in the job"
- 04/2016 – 03/2022      **Research Associate**  
*Psychological Assessment and Personality Psychology, University of Münster*
- Teaching (*see below*)
  - Managed different international and interdisciplinary research projects
  - Supervised teams of up to 10 student employees
  - Supervised more than 40 bachelor and master theses
  - Responsible for a subproject of the "stav" medical student selection association: Validation of Multiple-Mini Interviews
  - Acquisition of research grants
- 06/2012 – 03/2016      **Student Assistant**  
*Psychological Assessment and Personality Psychology, University of Münster*
- Designed, conducted, analyzed, and documented research projects
- 02/2012 – 11/2015      **Further Practical Psychological Experience**  
*LWL-clinic Marl-Sinsen, meta | five gmbh, BASF SE*
- Internships in psychological assessment, in a consulting firm, and in a human resource department

## **International Experience**

- 01/2015 – 02/2015      **Research Stay**  
*University of California, Davis, USA*
- Supervised by Prof. Simine Vazire
  - Planning and realization of a joint research project (personality, situations, and behavior)
- 08/2014 – 12/2014      **Semester Abroad**  
*California State University, Chico, USA*
- Courses: Organizational consulting, advanced research methods, cross-cultural counseling, business English (GPA: 4.0)
- 07/2006 – 06/2007      **Exchange Year**  
*Harristown State High School, Toowoomba, Australia*

## **Teaching**

2021: winter term	Seminar: Personality and development in the job; (graduate course; <i>evaluated as outstanding</i> )
2021: winter term	Seminar: Evidence-based management and empirical-scientific methods (graduate course; <i>evaluated as outstanding</i> )
2021: summer term	Lecture: Fundamentals of psychological assessment ( <i>evaluated as outstanding</i> )
2021: summer term	Seminar: Construction of tests and questionnaires (graduate course)
2020: winter term	Seminar: Personality and development in the job; (graduate course; <i>evaluated as outstanding</i> )
2020: winter term	Seminar: Evidence-based management and empirical-scientific methods (graduate course; <i>evaluated as outstanding</i> )
2019: summer term	Lecture: Fundamentals of psychological assessment ( <i>evaluated as outstanding</i> )
2019: summer term	Seminar: Personality and ability testing ( <i>evaluated as outstanding</i> )
2018: winter term	Seminar: Personality and interpersonal perception (taught in English, <i>evaluated as outstanding</i> )
2018: summer term	Seminar: Personality and interpersonal perception (taught in English, <i>evaluated as outstanding</i> )
2018: summer term	Seminar: Personality and ability testing ( <i>evaluated as outstanding</i> )
2017: winter term	Seminar: Personality and interpersonal perception ( <i>evaluated as outstanding</i> )
2017: summer term	Seminar: Personality and ability testing (two seminars)
2016: winter term	Seminar: Diagnostic interviewing ( <i>evaluated as outstanding</i> )
2016: summer term	Seminar: Personality and interpersonal perception (taught in English, <i>evaluated as outstanding</i> )

\* Lectures or seminars marked with “evaluated as outstanding” received an average student “lecture and didactic evaluation” of more than 6 points on a 7-point scale.

## **Professional Training**

09/2017	Workshop: “ <i>Big Data and Machine Learning</i> ”, University of Munich, Germany (Florian Pargent & Clemens Stachl)
06/2017	Workshop: “ <i>Situational Judgment Tests</i> ”, University of Münster, Germany (Fiona Paterson)
05/2017	Doctoral workshop of the section Work-, Organizational-and Business Psychology of the German Psychological Society, Bielefeld, Germany
03/2017	Doctoral workshop of the section Personality Psychology and Psychological Assessment of the German Psychological Society, Landau, Germany
06/2016	Workshop: “ <i>Multilevel Modelling of Longitudinal data with R and Mplus</i> ”, University of Münster, Germany (Jenny Wagner)
06/2015	2-day workshop: “ <i>Coaching</i> ”, University of Münster, Germany (Oliver Theißing & Thorsten van Beeck-Stumpp)

## **Awards and Funding**

12/2021	Dissertation award of the University of Münster
2018 – 2021	“Significantly involved scientist” in the <i>stav - Studierendenauswahl-Verbund - Teilprojekt Münster</i> funded by the Federal Ministry of Education and Research (BMBF); 360.000€ for own position, assistants, and conference expenses
07/2018	German Academic Exchange Service (DAAD) travel grant to the <i>19th European Conference on Personality</i>
09/2017	Pearson-Price for the best master thesis in the field of personality psychology (Germany) awarded by the section Personality Psychology and Psychological Assessment
02/2017	Best evaluated seminar (student evaluation) in the psychology department ( <i>diagnostic interviewing</i> )
09/2015 – 01/2017	Travel grants to the <i>13th meeting of the section Differential Psychology and Psychological Assessment of the German Psychological Society</i> , to the <i>18th European Conference on Personality</i> , to the <i>50th Congress of the German Society for Psychology</i> , and to the <i>18th Annual Meeting of the Society for Personality and Social Psychology</i> (by the University of Münster)
08/2014	German Academic Exchange Service (DAAD) PROMOS scholarship for a semester abroad at the California State University Chico, USA

## **Journal Reviewing**

BMC Medical Education, European Journal of Personality, European Journal of Psychological Assessment, Journal of Personality and Social Psychology, Journal of Research in Personality, Personality and Individual Differences, Personality Science, Teaching and Learning in Medicine

## **Media Coverage**

Süddeutsche Zeitung, Spektrum, Spektrum Psychologie, Geistig Fit, Wirtschaftspsychologie Heute, Business Insider, 15 Minuten Wirtschaftspsychologie (YouTube series by Prof. Dr. Kanning), Radio Coesfeld

## **Publications**

Cannata, D., **Breil, S.M.**, Ying, H., Fusco, L., Back, M. D., & O’Hora, D. (registered report stage 1 principle acceptance). Does shared culture enhance self-other agreement in personality judgments from nonverbal behaviors? *Journal of Personality and Social Psychology*.

**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>

**Breil, S. M.**, Lievens, F., Forthmann, B., & Back, M. D. (2022). Interpersonal Behavior in Assessment Center Role-Play Exercises: Investigating Structure, Consistency, and Effectiveness. *Personnel Psychology*. Advance online publication. <https://doi.org/10.1111/peps.12507>

**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/jintelligence10030048>

- 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>
- 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>
- 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>
- Mielke, I., **Breil, S. M.**, Amelung, 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>
- 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>
- 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>
- 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>
- 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>
- 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>
- 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>
- 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>

## **Selected Conference Contributions**

09/2022 (talk)

**Breil, S. M.**, & Back, M. D. (2022). *Using multiple speed assessments to measure social skills*. 12th meeting of the section Work-, Organizational- and Business Psychology of the German Psychological Society, Chemnitz, Germany

- 02/2020 (poster) **Breil, S. M.,** Hater, L., & Back, M. D. (2020). *Personality expression in assessment center exercises: Investigating intra- and interindividual differences in interpersonal behaviors*. 18th Annual Meeting of the Society for Personality and Social Psychology, New Orleans, USA
- 09/2019 (talk) **Breil, S. M.,** Hertel-Waszak, A., Knorr, M., Marschall, B., & Back, M. D. (2019). *Measuring social skills via Multiple Mini 'Interviews' – Empirical results and implications*. 15th meeting of the section Differential Psychology and Psychological Assessment of the German Psychological Society, Dresden, Germany
- 09/2019 (poster) **Breil, S.M.,** Osterholz, S., Nestler, S., & Back, M. D. (2019). *Which behaviors matter? Investigating the perceived and actual relationship between nonverbal cues and the Big Five*. 15th meeting of the section Differential Psychology and Psychological Assessment of the German Psychological Society, Dresden, Germany
- 04/2019 (talk) **Breil, S. M.,** & Back, M. D. (2019). *A deeper look at construct validity of assessment centers - Which behaviors do actually matter?* 3<sup>rd</sup> World Conference on Personality, Hanoi, Vietnam
- 04/2019 (symposium) **Breil, S. M.,** & Back, M. D. (2019). *Personality expression in personnel selection and job performance: A dynamic approach*. 3<sup>rd</sup> World Conference on Personality, Hanoi, Vietnam
- 07/2018 (talk) **Breil, S. M.,** & Back, M. D. (2018). *First impressions of performance in assessment centers: Useful or useless*. 19th European Conference on Personality, Zadar, Croatia
- 09/2017 (talk) **Breil, S. M.,** & Back, M. D. (2017). *SELECT: Judgement processes in selection contexts*. 10th meeting of the section Work-, Organizational-and Business Psychology of the German Psychological Society, Dresden, Germany
- 09/2017 (invited talk) **Breil, S. M.,** (2017). *Sociability in daily life: How personality and situation shape sociability in real-life social interaction*. 14th meeting of the section Differential Psychology and Psychological Assessment of the German Psychological Society, Munich, Germany
- 09/2017 (talk) **Breil, S. M.,** & Back, M. D. (2017). *I choose you: Social perception in the selection process*. 14th meeting of the section Differential Psychology and Psychological Assessment of the German Psychological Society, Munich, Germany
- 07/2016 (talk) **Breil, S. M.,** Geukes, K., Wilson, R. E., Nestler, S., Vazire, S., & Back, M. D. (2016). *Sociability in Daily Life – How Personality and Context Shape the Sociability in Real-Life Social Interactions* 18th European Conference on Personality, Timisoara, Croatia
- 07/2015 (talk) **Breil, S. M.,** Geukes, K., Wilson, R., Vazire, S., & Back, M. D. (2016). *Interaction in action: Influence of extraversion and social context on sociability in real-life interactions*. 13th meeting of the section Differential Psychology and Psychological Assessment of the German Psychological Society, Mainz, Germany