Stanford



Benoît Monin

Bowen H. and Janice Arthur McCoy Professor of Leadership Values and Professor of Psychology

Organizational Behavior

Bio

BIO

Benoît Monin received his Ph.D. in Psychology from Princeton University, and an M.Sc. in Social Psychology at the London School of Economics. He completed his undergraduate studies at ESSEC (France). Monin joined the Stanford Department of Psychology in 2001, and since 2008 he has held appointments both in psychology and in the Organizational Behavior area at the Stanford Graduate School of Business.

ACADEMIC APPOINTMENTS

- Professor, Organizational Behavior
- Professor, Psychology
- Faculty Affiliate, Institute for Human-Centered Artificial Intelligence (HAI)

PROGRAM AFFILIATIONS

- Center for Comparative Studies in Race and Ethnicity (CCSRE)

PROFESSIONAL EDUCATION

- Ph.D., Princeton University , Psychology
- M.Sc., London School of Economics , Social Psychology
- Diploma, ESSEC , Management

LINKS

- Graduate School of Business Website: https://www.gsb.stanford.edu/faculty-research/faculty/benoit-monin

Teaching

COURSES

2026-27

- Acting with Power: OB 533 (Aut, Win)
- Organizational Behavior Pro Seminar: OB 654 (Aut, Win)

2025-26

- Acting with Power: OB 533 (Aut)
- Organizational Behavior Pro Seminar: OB 654 (Aut, Spr)
- Showing Up: BUSGEN 133 (Spr)

2024-25

- Acting with Power: OB 533 (Aut)
- Organizational Behavior Pro Seminar: OB 654 (Aut, Win)
- Showing Up: BUSGEN 133 (Win)

2023-24

- Acting with Power: OB 533 (Aut)

STANFORD ADVISEES

Doctoral Dissertation Reader (AC)

Valentino Chai

Doctoral Dissertation Advisor (AC)

Alexa Samaniego

Doctoral (Program)

Hongkai Mao

Publications

PUBLICATIONS

- **The AI Effect: People rate distinctively human attributes as more essential to being human after learning about artificial intelligence advances** *JOURNAL OF EXPERIMENTAL SOCIAL PSYCHOLOGY*
  Santoro, E., Monin, B.
  2023; 107
- **The confronter's quandary: Mapping out strategies for managers to address offensive remarks at work** *RESEARCH IN ORGANIZATIONAL BEHAVIOR*
  Fa-Kaji, N. M., Monin, B.
  2022; 42
- **Racial Disparities in the Discretionary Context of Traffic Stops: How Organizational Practices Shape Institutional Interactions** *JOURNAL OF SOCIAL ISSUES*
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- **A many-analysts approach to the relation between religiosity and well-being** *RELIGION BRAIN & BEHAVIOR*
  Hoogeveen, S., Sarafoglou, A., Aczel, B., Aditya, Y., Alayan, A. J., Allen, P. J., Altay, S., Alzahawi, S., Amir, Y., Anthony, F., Appiah, O., Atkinson, Q. D., Baimel, et al
  2022
- **There is no psychology without inferential statistics.** *The Behavioral and brain sciences*
  Alzahawi, S., Monin, B.
  2022; 45: e2
- **Crowdsourcing hypothesis tests: Making transparent how design choices shape research results.** *Psychological bulletin*
  Landy, J. F., Jia, M. L., Ding, I. L., Viganola, D. n., Tierney, W. n., Dreber, A. n., Johannesson, M. n., Pfeiffer, T. n., Ebersole, C. R., Gronau, Q. F., Ly, A. n., van den Bergh, D. n., Marsman, et al
  2020
- **Outraged but Sympathetic: Ambivalent Emotions Limit the Influence of Viral Outrage** *SOCIAL PSYCHOLOGICAL AND PERSONALITY SCIENCE*
  Sawaoka, T., Monin, B.
  2019

- **Does Private Regulation Preempt Public Regulation?** *AMERICAN POLITICAL SCIENCE REVIEW*
  Malhotra, N., Monin, B., Tomz, M.
  2019; 113 (1): 19–37
- **The Paradox of Viral Outrage** *PSYCHOLOGICAL SCIENCE*
  Sawaoka, T., Monin, B.
  2018; 29 (10): 1665–78
- **Healthier Than Thou? "Practicing What You Preach" Backfires by Increasing Anticipated Devaluation** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*
  Howe, L. C., Monin, B.
  2017; 112 (5): 718-735
- **Consistency Versus Licensing Effects of Past Moral Behavior.** *Annual review of psychology*
  Mullen, E., Monin, B.
  2016; 67: 363-85
- **When principled deviance becomes moral threat: Testing alternative mechanisms for the rejection of moral rebels** *GROUP PROCESSES & INTERGROUP RELATIONS*
  O'Connor, K., Monin, B.
  2016; 19 (5): 676-693
- **Consistency Versus Licensing Effects of Past Moral Behavior** *ANNUAL REVIEW OF PSYCHOLOGY, VOL 67*
  Mullen, E., Monin, B.
  2016; 67: 363-?
- **Moral Suspicion Trickles Down** *SOCIAL PSYCHOLOGICAL AND PERSONALITY SCIENCE*
  Sawaoka, T., Monin, B.
  2015; 6 (3): 334-342
- **Threatened Men Compensate by Disavowing Feminine Preferences and Embracing Masculine Attributes** *SOCIAL PSYCHOLOGY*
  Cheryan, S., Cameron, J. S., Katagiri, Z., Monin, B.
  2015; 46 (4): 218-227
- **Core values versus common sense: consequentialist views appear less rooted in morality.** *Personality and social psychology bulletin*
  Kreps, T. A., Monin, B.
  2014; 40 (11): 1529-1542
- **When Cheating Would Make You a Cheater: Implicating the Self Prevents Unethical Behavior** *JOURNAL OF EXPERIMENTAL PSYCHOLOGY-GENERAL*
  Bryan, C. J., Adams, G. S., Monin, B.
  2013; 142 (4): 1001-1005
- **How the Opinions of Racial Minorities Influence Judgments of Discrimination** *BASIC AND APPLIED SOCIAL PSYCHOLOGY*
  Crosby, J. R., Monin, B.
  2013; 35 (4): 334-345
- **The unhealthy road not taken: Licensing indulgence by exaggerating counterfactual sins** *JOURNAL OF EXPERIMENTAL SOCIAL PSYCHOLOGY*
  Effron, D. A., Monin, B., Miller, D. T.
  2013; 49 (3): 573-578
- **"That's the one I wanted": when do competitors copy their opponents' choices?** *JOURNAL OF APPLIED SOCIAL PSYCHOLOGY*
  Zitek, E. M., Monin, B.
  2013; 43 (2): 293-305
- **Inventing Racist Roads Not Taken: The Licensing Effect of Immoral Counterfactual Behaviors** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*
  Effron, D. A., Miller, D. T., Monin, B.
  2012; 103 (6): 916-932

- **The Stranger Effect: The Rejection of Affective Deviants** *PSYCHOLOGICAL SCIENCE*
  Szczurek, L., Monin, B., Gross, J. J.
  2012; 23 (10): 1105-1111
- **The strategic pursuit of moral credentials** *JOURNAL OF EXPERIMENTAL SOCIAL PSYCHOLOGY*
  Merritt, A. C., Effron, D. A., Fein, S., Savitsky, K. K., Tuller, D. M., Monin, B.
  2012; 48 (3): 774-777
- **Do-Gooder Derogation: Disparaging Morally Motivated Minorities to Defuse Anticipated Reproach** *SOCIAL PSYCHOLOGICAL AND PERSONALITY SCIENCE*
  Minson, J. A., Monin, B.
  2012; 3 (2): 200-207
- **Fitting In but Getting Fat: Identity Threat and Dietary Choices Among US Immigrant Groups** *PSYCHOLOGICAL SCIENCE*
  Guendelman, M. D., Cheryan, S., Monin, B.
  2011; 22 (7): 959-967
- **The Trouble with Thinking: People Want to Have Quick Reactions to Personal Taboos** *EMOTION REVIEW*
  Merritt, A. C., Monin, B.
  2011; 3 (3): 318-319
- **Misery Has More Company Than People Think: Underestimating the Prevalence of Others' Negative Emotions** *PERSONALITY AND SOCIAL PSYCHOLOGY BULLETIN*
  Jordan, A. H., Monin, B., Dweck, C. S., Lovett, B. J., John, O. P., Gross, J. J.
  2011; 37 (1): 120-135
- **"Doing well by doing good"? Ambivalent moral framing in organizations** *RESEARCH IN ORGANIZATIONAL BEHAVIOR: AN ANNUAL SERIES OF ANALYTICAL ESSAYS AND CRITICAL REVIEWS*
  Kreps, T. A., Monin, B.
  2011; 31: 99-123
- **Letting People Off the Hook: When Do Good Deeds Excuse Transgressions?** *PERSONALITY AND SOCIAL PSYCHOLOGY BULLETIN*
  Effron, D. A., Monin, B.
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- **The Orthogonality of Praise and Condemnation in Moral Judgment** *SOCIAL PSYCHOLOGICAL AND PERSONALITY SCIENCE*
  Wiltermuth, S. S., Monin, B., Chow, R. M.
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- **Are mental states assessed relative to what most people "should" or "would" think? Prescriptive and descriptive components of expected attitudes** *BEHAVIORAL AND BRAIN SCIENCES*
  Kreps, T. A., Monin, B.
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- **Moral Self-Licensing: When Being Good Frees Us to Be Bad** *SOCIAL AND PERSONALITY PSYCHOLOGY COMPASS*
  Merritt, A. C., Effron, D. A., Monin, B.
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- **Victim Entitlement to Behave Selfishly** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*
  Zitek, E. M., Jordan, A. H., Monin, B., Leach, F. R.
  2010; 98 (2): 245-255
- **Opt-Out Testing for Stigmatized Diseases: A Social Psychological Approach to Understanding the Potential Effect of Recommendations for Routine HIV Testing** *HEALTH PSYCHOLOGY*
  Young, S. D., Monin, B., Owens, D.
  2009; 28 (6): 675-681
- **The retrospective gambler's fallacy: Unlikely events, constructing the past, and multiple universes** *JUDGMENT AND DECISION MAKING*
  Oppenheimer, D. M., Monin, B.
  2009; 4 (5): 326-334

- **Investigations in spontaneous discounting** *MEMORY & COGNITION*
  Oppenheimer, D. M., Monin, B.
  2009; 37 (5): 608-614
- **Endorsing Obama licenses favoring Whites** *JOURNAL OF EXPERIMENTAL SOCIAL PSYCHOLOGY*
  Effron, D. A., Cameron, J. S., Monin, B.
  2009; 45 (3): 590-593
- **Life's recurring challenges and the fundamental dimensions: An integration and its implications for cultural differences and similarities** *EUROPEAN JOURNAL OF SOCIAL PSYCHOLOGY*
  Ybarra, O., Chan, E., Park, H., Burnstein, E., Monin, B., Stanik, C.
  2008; 38 (7): 1083-1092
- **From sucker to saint - Moralization in response to self-threat** *PSYCHOLOGICAL SCIENCE*
  Jordan, A. H., Monin, B.
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- **The rejection of moral rebels: Resenting those who do the right thing** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*
  Monin, B., Sawyer, P. J., Marquez, M. J.
  2008; 95 (1): 76-93
- **Where do we look during potentially offensive behavior?** *PSYCHOLOGICAL SCIENCE*
  Crosby, J. R., Monin, B., Richardson, D.
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- **Failure to warn: How student race affects warnings of potential academic difficulty** *JOURNAL OF EXPERIMENTAL SOCIAL PSYCHOLOGY*
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- **Deciding versus reacting: Conceptions of moral judgment and the reason-affect debate** *REVIEW OF GENERAL PSYCHOLOGY*
  Monin, B., Pizarro, D. A., Beer, J. S.
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- **Potential moral stigma and reactions to sexually transmitted diseases: Evidence for a disjunction fallacy** *PERSONALITY AND SOCIAL PSYCHOLOGY BULLETIN*
  Young, S. D., Nussbaum, A. D., Monin, B.
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- **Holier than me? Threatening social comparison in the moral domain** *1st European Workshop on Social Comparison*
  Monin, B.
  PRESSES UNIV GRENOBLE.2007: 53–68
- **"Where are you really from?": Asian Americans and identity denial** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*
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- **Is positivity a cue or a response option? Warm glow vs evaluative matching in the familiarity for attractive and not-so-attractive faces** *JOURNAL OF EXPERIMENTAL SOCIAL PSYCHOLOGY*
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- **Correlated averages vs. averaged correlations: Demonstrating the warm glow heuristic beyond aggregation** *SOCIAL COGNITION*
  Monin, B., Oppenheimer, D. M.
  2005; 23 (3): 257-278
- **Reacting to an assumed situation vs. conforming to an assumed reaction: The role of perceived speaker attitude in vicarious dissonance** *GROUP PROCESSES & INTERGROUP RELATIONS*
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  2004; 7 (3): 207-220

- **The warm glow heuristic: When liking leads to familiarity** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*
  MONIN, B.
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- **Vicarious dissonance: Attitude change from the inconsistency of others** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*
  Norton, M. I., MONIN, B., Cooper, J., Hogg, M. A.
  2003; 85 (1): 47-62
- **Perceptions of a fluid consensus: Uniqueness bias, false consensus, false polarization, and pluralistic ignorance in a water conservation crisis** *PERSONALITY AND SOCIAL PSYCHOLOGY BULLETIN*
  MONIN, B., Norton, M. I.
  2003; 29 (5): 559-567
- **Moral credentials and the expression of prejudice** *71st Annual Meeting of the Midwestern-Psychological-Association*
  Monin, B., Miller, D. T.
  AMER PSYCHOLOGICAL ASSOC.2001: 33–43