

A temporal perspective on social comparisons in organizations

Proposition 1: Individuals take temporal trajectories into account when they compare themselves to others in order to evaluate their current and future status. (Chapter 2 and 4)

Proposition 2: Future status concerns motivate envy and social undermining, even without a status threat in the present. (Chapter 2)

Proposition 3: Competition amplifies the relationship between unfavorable temporal social comparisons and future status threat. (Chapter 2)

Proposition 4: Learning- and performance-oriented individuals differ in whether they prefer self-related versus other-related comparisons. (Chapter 3)

Proposition 5: With increasing temporal distance of a status threat, individuals will prefer positive over negative behaviors to alleviate the status threat. (Chapter 5)

Proposition 6: The superior achievements of others are less painful to individuals when they cooperate with them than when they compete with them.

Proposition 7: Individuals prefer to compare themselves to others who show similar trajectories over time.

Proposition 8: In order to fly and tap their full potential, rising stars should better work for a rising boss than for a boss who stagnates.

Proposition 9: Individuals who meditate regularly are less envious than people who do not meditate.

Proposition 10: Completing a dissertation is as much a psychological challenge as it is an intellectual one.

Proposition 11: Less academic conference is more academic conference.