Wolfgang Steinel was born in Nuremberg, Germany, on December 14, 1971 – that self-same year, by a remarkable coincidence, the city celebrated the 500th birthday of her greatest son, the artist and mathematician Albrecht Dürer. And, like the genius of the Northern Renaissance who visited the Netherlands twice (in 1490, Dürer was attracted by the works of the Flemish painters, and in 1520, he met Erasmus of Rotterdam), the author of this dissertation traveled to the Netherlands to broaden his horizons and increase his expertise.

Wolfgang first visited Amsterdam in 1990, while still a high school student at Gymnasium Roth. Fascinated by the paintings of the Dutch Golden Age, he found extra inspiration in the works of his (almost) name-fellow Jan Steen, which was a good example of how his future office could be organized.

Wolfgang came back to Amsterdam as an exchange student five years later, while studying psychology and political sciences at the Friedrich-Alexander University in Erlangen. Academics like Prof. Abele-Brehm and Prof. Oswald raised his interest in social psychology and in research in general, and the Erasmus program gave him the chance to spend six months at the Department of Social Psychology at the University of Amsterdam, and to work together with Prof. van der Pligt and Marcel Zeelenberg.

After finishing his studies, Wolfgang came back to Amsterdam for the third time in July 1999. He returned to the University of Amsterdam to start a PhD project at the Department of Work and Organizational Psychology under the supervision of Prof. De Dreu, the result of which is this book. Having finished up this thesis, he took up a post as an assistant professor at the same department.
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