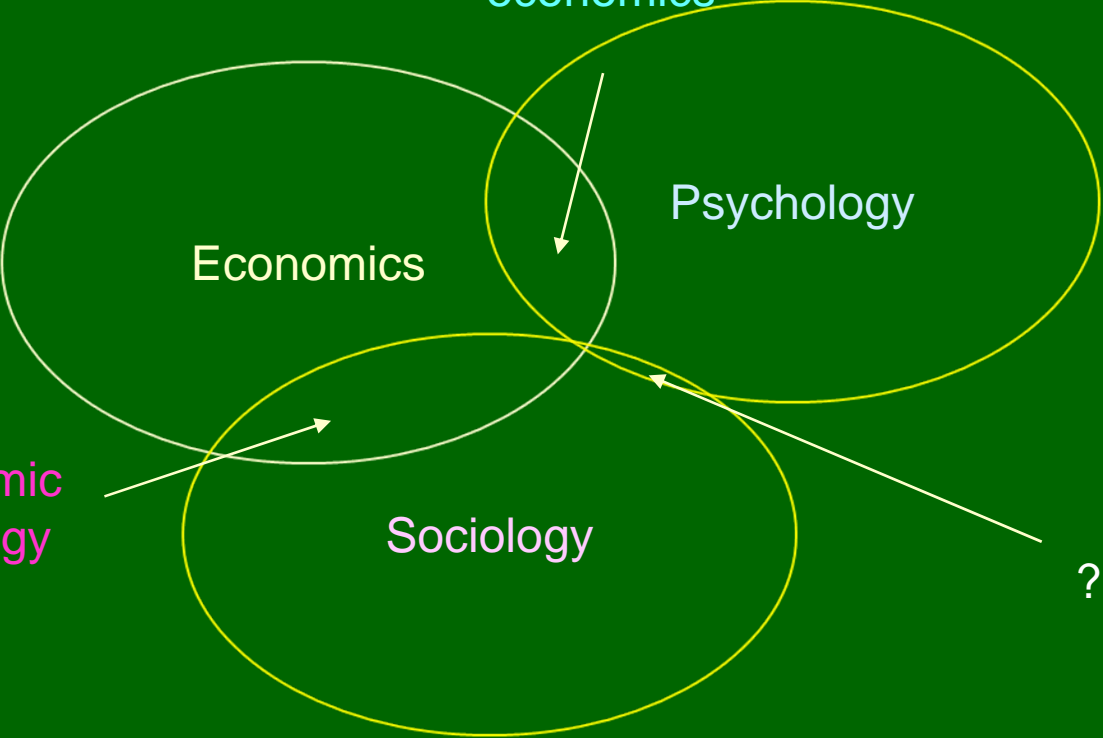


The double dream of structure:
*psychological and sociological
engagement*

Martin Kilduff

Behavioral
economics



Economics

Psychology

Economic
sociology

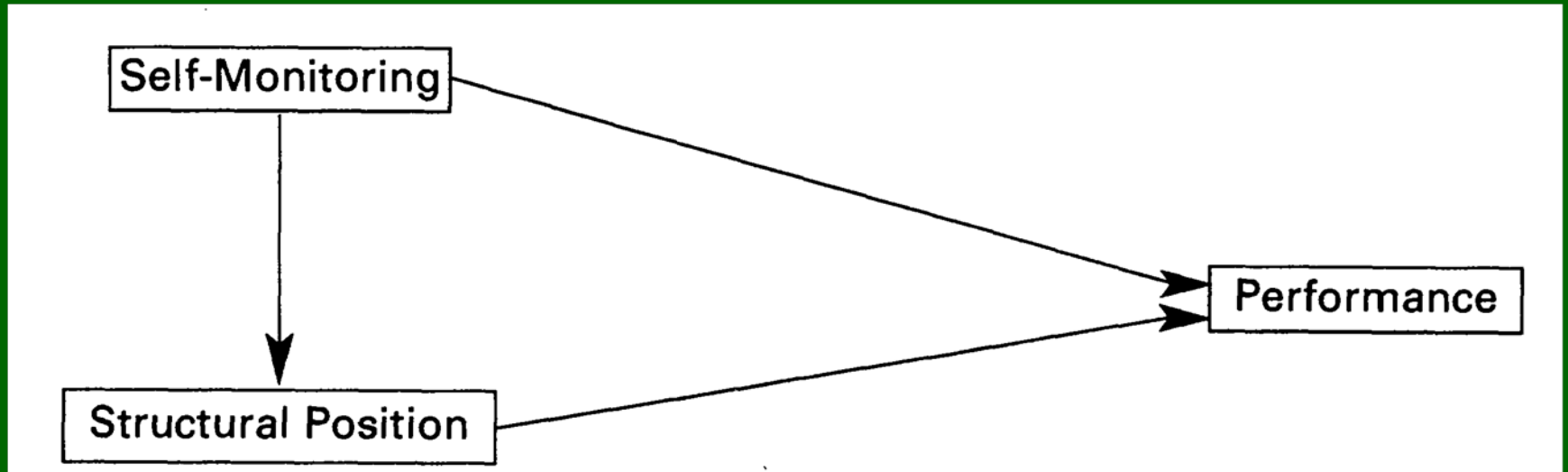
Sociology

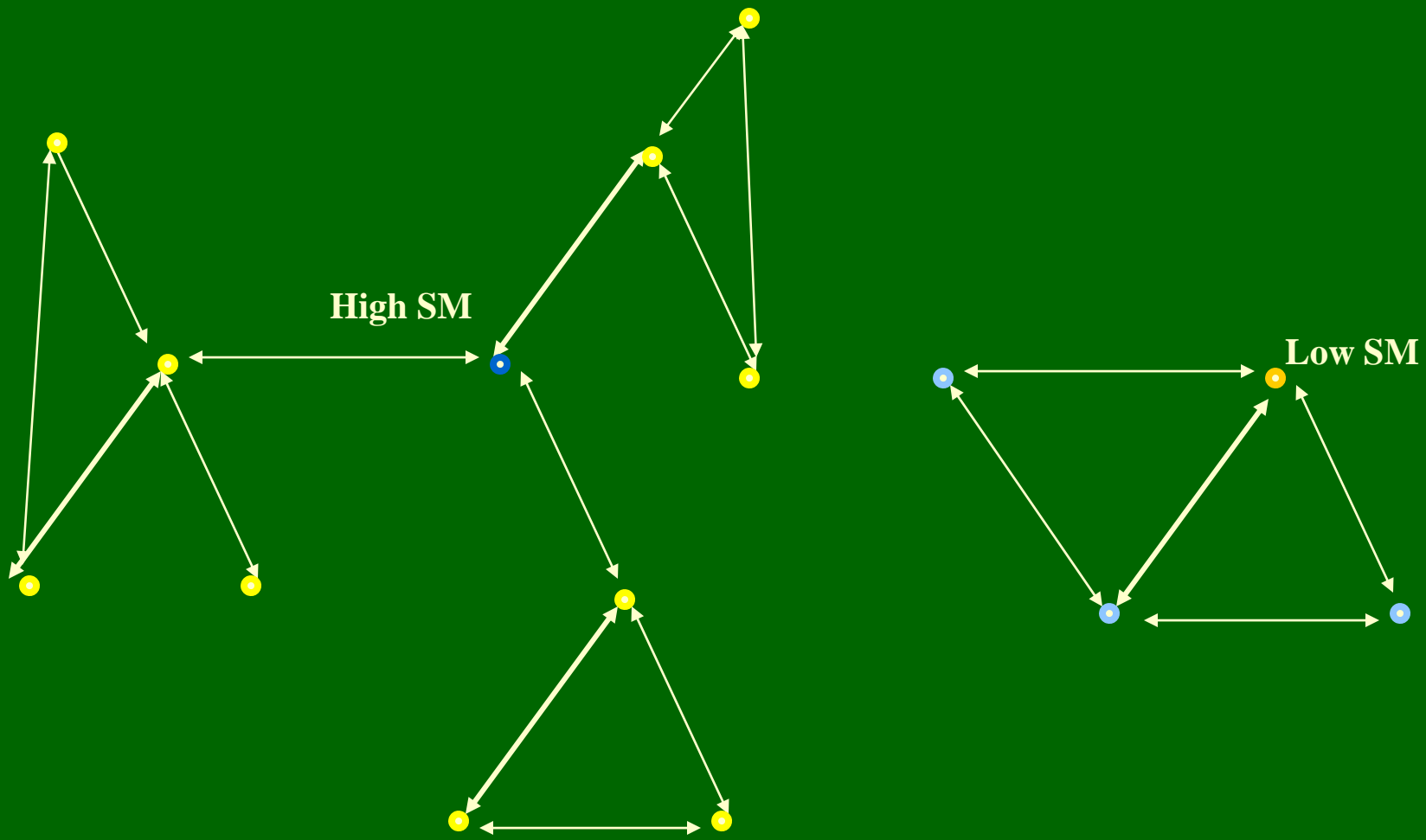
???

The micro processes of emergent structure

- Big five personality approach to the emergence of social structure in organizational teams (*Klein et al., AMJ, 2004*)
- *tertius iungens* (or “third who joins”) strategic orientation (*Obstfeld, 2005*)
- Psychological explanation of structural inertia in organizational networking events (*Ingram & Morris, ASQ, 2008*)

Structural sociology + the psychology of the individual?



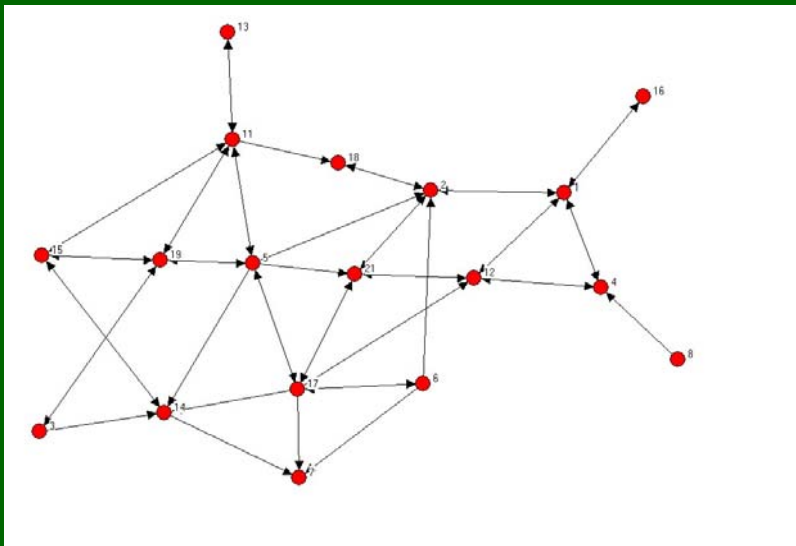


*The ripple effect of personality on social structure:
Self-monitoring and brokerage*

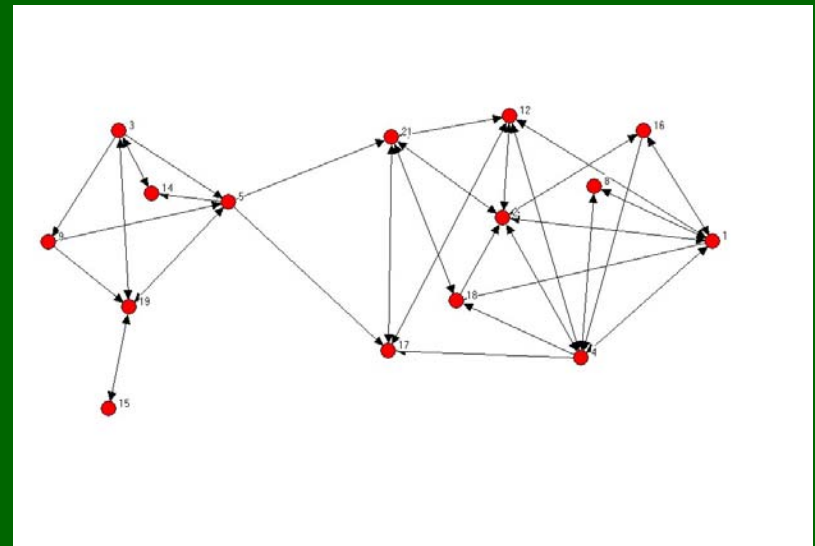
Cognitive maps versus actual map

- More small-worldedness?
- More clustering?
- Popularity is attractive?
- Brokerage bias?

Actual



Perceived network



Individual differences (self-monitoring, etc.):

- Do they make a difference in network structural processes?
- If so, how does this affect outcomes?

Network construction of individuality

- Does charisma change as the individual moves from one network to another?
- In what sense do people become different personalities as the networks change around them?
- How does this affect leadership? Job design? Turnover?

Network biases

- How does what people perceive affect their interactions?
- To what extent do we have free will in the choice of our cognitive structures?