

M. Catalina Enestrom

Managing People in Organizations, IESE Business School
Barcelona, Spain
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EDUCATION

IESE Business School Visiting PhD Candidate in Managing People in Organizations Advisor: Dr. Maya Rossignac-Milon	Spring 2023
McGill University PhD in Experimental Psychology Shared reality in romantic relationships promotes meaning in life by reducing uncertainty Advisor: Dr. John E. Lydon	2019-2023
McGill University Bachelor of Commerce, International Business Major Equivalent in Psychology	2011-2013 2017-2019
Universidad Torcuato Di Tella Exchange Student, Administración de Empresas	2014-2015

EMPLOYMENT

Postdoctoral Researcher, Puig Chair IESE Business School Advisor: Dr. Anneloes Raes	Fall 2023-Present
Research Doctoral Fellow The Decision Lab: Behavioral consulting firm focused on promoting positive social change (Montreal, Canada)	Summer 2023
Research Intern BEworks: Consulting firm applying behavioural science to real-world solutions (Toronto, Canada)	Summer 2022
Behavioral Science Intern, User Experience KindWorks.AI: AI company building a Kindness app for the workplace (Vancouver, Canada)	Spring 2022
Lab Manager SIP Lab - McGill University	2018-2019
Research Assistant McGill Research Centre for the Convergence of Health and Economics	Spring 2019
Sales Development Representative, Client Acquisition Meltwater: SaaS platform for online media monitoring (Toronto & Montreal, Canada)	2017-2018
Travel Consultant The Global Work & Travel Co: International travel agency (Vancouver, Canada)	2015-2016
Marketing Advisor Quilmes: Argentine subsidiary of Anheuser-Busch InBev (Buenos Aires, Argentina)	Spring 2015
Junior Consultant, Corporate Governance and Political Risk Cefeidas Group: International advisory firm (Buenos Aires, Argentina)	2014-2015

LANGUAGE

Sensemaking, shared reality, interpersonal relationships, remote work, work meaningfulness, meaning in life, unshared experiences, environmental uncertainty, statistical methods

GRANTS, AWARDS, & HONORS

Spain Ministry Grant (35,000€)	2025-2028
Outstanding Conference Paper Award, IACM (unanimous decision)	2024
Social Trends Institute Grant (47,700€)	2023-2026
NYU Stern's Diverse Pathways in Academia (\$2,000)	Winter 2023
Graduate Mobility Award (\$6,850)	Spring 2023
Graduate Research Enhancement and Travel Award (\$883)	Spring 2023
Graduate Excellence Fellowship (\$2,850)	2022-2023
D. O. Hebb Fellowship (\$8,000)	2021-2022
Canada Graduate Scholarships - Master's Program (\$17,500)	2020-2021
Graduate Excellence Fellowship (\$3,950)	Spring 2020
Science Graduate Student Travel Award (\$850)	Spring 2020
Graduate Research Enhancement and Travel Award (\$250)	Spring 2020
Graduate Excellence Fellowship (\$3,000)	2019-2020
Wolfe Fellowship (\$6,000)	Fall 2019

JOURNAL ARTICLES

Enestrom, M. C., Rossignac-Milon M., Forest, A., & Lydon, J. E. (2024). Meaning-making with romantic partners: Shared reality promotes meaning in life by reducing uncertainty. *Journal of Personality and Social Psychology*.

Enestrom, M. C., Bar-Kalifa, E., Bar-Shachar, Y., & Lydon, J. E. (2022). Spatial proximity in relationships research methods: The effect of partner's presence during survey completion on shared reality in romantic couples' daily lives. *Journal of Social and Personal Relationships*, 40(6), 1943-1960.

Enestrom, M. C., & Lydon, J. E. (2021). Relationship satisfaction in the time of COVID-19: The role of shared reality in perceiving partner support for frontline health-care workers. *Journal of Social and Personal Relationships*, 38(8), 2330-2349.

MANUSCRIPTS UNDER REVIEW & IN REVISION

Enestrom, M. C., & Raes, A. (under review). Rethinking role clarity: How daily interactions shape hybrid employees' understanding of their roles. *Journal of Applied Psychology*.

Francioli, S. P., **Enestrom, M. C.,** & Zee, K. S. (under review). Increasing information transparency reduces gender inequalities at home in Covid-19 lockdown experiment. *Journal of Applied Psychology*.

Enestrom, M. C., Lee, B., Impett, E., Bar-Kalifa E., Bar-Shachar, Y., Lydon, J. E. (under review). Shared reality and stress reduction in romantic couples. *Personality and Social Psychology Bulletin*.

MANUSCRIPTS IN PREP

Enestrom, M.C., Rossignac-Milon, M., & Raes, A. (in prep). Shared reality about non-work topics: The power of coworkers' sharing a reality outside of work in promoting work meaningfulness.
Target Journal: Journal of Applied Psychology

Rossignac-Milon, M., Vogel, R., **Enestrom, M.C.,** & Wu, W. (in prep). Daily shared reality between colleagues predicts prosocial behavior, work meaningfulness, and job performance.
Target Journal: Academy of Management Journal

Enestrom, M. C., McKee, T., & Krastev, S. (in prep). Prebunk, debunk, or inoculation? Testing correction strategies across different types of misinformation.
Target Journal: News Media and Society

Enestrom, M. C., & Lydon, J. E. (in prep). Shared reality across racial divides: How the non-shared experience of race influences shared reality in interracial couples.

Enestrom, M. C., Gagne, F. M., & Lydon, J. E. (in prep). You've changed: Perceptions of relational change in graduating couples.

BOOK CHAPTERS & COMMENTARIES

Enestrom, M. C., & Rossignac-Milon, M., (in press). Shared reality in Interpersonal Relationships. In C. Stern (Ed.), *The Handbook of Experimental Psychology*: Edward Elgar Publishing.

Enestrom, M. C., (in prep). The influence of shared reality on romantic partners' experiences of life and work. In M. Las Heras (Ed.), *Nurturing Healthy Relationships at Work and Home*: TBD.

Enestrom, M. C., McKee, T., Pilat, D., & Krastev, S. (2024, April 25). Proposing a practical taxonomy of misinformation for intervention design. <https://doi.org/10.31234/osf.io/scwxv>

PRACTITIONER-ORIENTED ARTICLES

Enestrom, M. C. (Forthcoming). The Role of Shared Reality in Shaping Meaning. *ISSEP Features*.

Enestrom, M. C., & Rossignac-Milon, M. (2025). Why You Should Take Your Work Home with You. *Forbes*.

Enestrom, M. C., & Rossignac-Milon, M. (2025). [Talking To Your Spouse About Work Can Make It More Meaningful](#). *IESE Insights*.

SELECT DATA COLLECTION IN PROGRESS

Enestrom, M. C., Raes, A., & Sieber, S. (data collection in progress). Future Fit Organizations Index.

Enestrom, M. C., Rossignac-Milon, M., & Raes, A. (data collection in progress). An intervention to promote shared reality in the workplace.

Enestrom, M. C.*, Fawson, W.*, Brion, S. (data collection for one of two studies completed). The role of language in status conferral among native and non-native speakers in multinational groups. [*first authorship shared]

Moreno Bechara, F., **Enestrom, M. C.,** Raes, A., & Rothman, N. (data collection for one of two studies completed). A blessing or a curse? The paradoxical effects of work meaning ambivalence on well-being.

INVITED TALKS

University of Konstanz, Management and Public Administration Colloquium	June 2025
ShaRe Network (Shared Reality Network)	May 2025
VU Amsterdam, Management and Organisation Group	April 2025
CUNEF University, Department of Management	January 2025
Universidad Torcuato Di Tella, Department of Management	December 2024
Existential Psychology Preconference, Society of Personality and Social Psychology Conference	February 2025
Expert Meeting on Nurturing Healthy Relationships at Home and Work	July 2024
Shared Reality and Authenticity Preconference, Society of Personality and Social Psychology Conference	February 2023
IESE Social and Behavioral Science Work Group	February 2023
Columbia University, Columbia Couples Lab	January 2023
McGill University Graduate Student Symposium	September 2021

CHAired SYMPOSIA

Enestrom, M. C. (2024, August). *The Latest Research on Meaning: Examining Novel Theories and Factors That Promote Meaning at Work*. Symposium conducted at the 2024 Academy of Management. *Speakers: M. Catalina Enestrom, Samuel Mortimer, Felipe Moreno Bechara, Evgenia I. Lysova. Discussant: Ryan Vogel.*

Enestrom, M. C. (2020, September). *COVID-19*. Research panel conducted at McGill University. *Speakers: Sarah Racine, Kevin da Silva, Barbel Knauper, Jamie Snytte, Fernanda Perez Guay Juarez, M. Catalina Enestrom, Floris Van Vugt, Elaine Zhang. Discussant: M. Catalina Enestrom*

Enestrom, M. C. (2020, June). *Racial Bias and Use of Force in Policing*. Research panel conducted at McGill University. *Speakers: Jordan Axt, Eric Hehman, Eugene Oforu, Vincent Mousseau, Ainsleigh Mensah. Discussant: M. Catalina Enestrom*

CONFERENCE PRESENTATIONS

Moreno Bechara, F., **Enestrom, M. C.**, & Raes, A. (2025, July). A blessing or a curse? The paradoxical effects of work meaning ambivalence on well-being. Paper to be presented at the Academy of Management Conference, Copenhagen, Denmark.

Enestrom, M. C. & Raes, A. (2024, May). Meaning as making sense: Introducing a novel model of work meaning in the context of remote work. Paper to be presented at the European Congress of Work and Organisational Psychology, Prague, Czech Republic.

Enestrom, M. C., Rossignac-Milon, M., Forest, A., & Lydon, J. E. (2025, February). Meaning-making with romantic partners: Shared reality promotes meaning in life by reducing uncertainty. Data blitz presented at the Meaning in Life and Work Preconference for the Society for Personality and Social Psychology Conference, Denver, CO.

Enestrom, M. C., Rossignac-Milon, M., Forest, A., & Lydon, J. E. (2024, February). Meaning-making with romantic partners: Shared reality promotes meaning in life by reducing uncertainty. Data blitz presented at the Society for Personality and Social Psychology Conference, San Diego, CA.

Enestrom, M. C., & Lydon, J. E. (2022, February). Shared reality across racial divides: How the non-shared experience of race influences shared reality in interracial couples. Data blitz presented at the Shared Reality and Authenticity Preconference for the Society for Personality and Social Psychology Virtual Conference.

Enestrom, M. C., & Lydon, J. E. (2021, July). The benefits of positive illusions: Idealization of partner's relational self while graduating from university. Paper presented at the International Association for Relationship Research Virtual Conference.

Enestrom, M. C., & Lydon, J. E. (2021, February). Couples & COVID-19: Support and shared reality for health-care workers during the pandemic. Poster presented at the Society for Personality and Social Psychology Virtual Conference.

Enestrom, M. C., & Lydon, J. E. (2020, May). Non-shared experiences in romantic relationships: How individuals downplay the impact of their own non-shared experiences on their partners. Gimme-5 presentation accepted at the Canadian Psychological Association Conference, Montreal, QC. Conference cancelled due to COVID-19.

Enestrom, M. C., & Lydon, J. E. (2020, February). Shared reality and non-shared experiences: The role of shared reality on recency of non-shared experiences. Data blitz presented at the Shared Reality and Authenticity Preconference for the Society for Personality and Social Psychology Conference, New Orleans, LA.

Enestrom, M. C., Gagne, F. M., & Lydon, J. E. (2020, February). Perceived partner responsiveness during life transitions: How responsiveness moderates decision anxiety in graduating couples. Poster presented at the Society for Personality and Social Psychology Conference, New Orleans, LA.

Enestrom, M. C., Auger, E., Wu, M., & Lydon, J. E. (2019, July). Resisting temptation: Approach-avoidance bias in romantically-involved individuals. Poster presented at the International Association for Relationship Research Conference, Ottawa, ON.

Enestrom, M. C., Kerr, L. G., & Human, L. J. (2019, February). Humans vs. Computers: Who forms more accurate personality impressions? Poster presented at the Society for Personality and Social Psychology Conference, Portland, OR.

MEDIA COVERAGE

[1 Secret to A Thriving Relationship That Most Couples Overlook—By A Psychology \(Forbes\)](#)

[Shared reality in romantic relationships reduces uncertainty and boosts meaning in life, study finds \(PsyPost\)](#)

[Relationship goals: discover how love helps us navigate life's chaos \(IOL\)](#)

[A PhD in Love? Relationship advice from McGill psychologists \(McGill Tribune\)](#)

TEACHING & MENTORING EXPERIENCE

McGill University

Guest Lecturer

Personality and Social Psychology – Shared Reality in Interpersonal Relationships

Introduction to Social Psychology – Unshared Experiences in Interpersonal Relationships

Personality and Social Psychology – Perceived Superiority

Spring 2021

Fall 2020

Spring 2020

Head Teaching Assistant
Introduction to Personality Fall 2021
Introduction to Statistics Fall 2020
Personality and Social Psychology Spring 2020
Interpersonal Relationships Fall 2019

Maison D'Etude (Montreal, Canada)
University Tutor 2017-Present
Business: Introduction to Management, Organizational Behaviour
Statistics: Introduction to Statistics, Statistical Methods for Psychology, Quantitative Methods
Psychology: Introduction to Social Psychology, Perception, Cognition
Economics: Introduction to Macroeconomics, Introduction to Microeconomics

Undergraduate Honors Theses Advised 2019-Present
Students: Brianna Goldstein, Katie Sokolova, Chloe Klimos, Charlotte Leon-Williamson, Carol Li

Research Assistant Mentees 2019-Present
Students: Carolina Coz, Katie Sokolova, Zoe Fargonli Brown, Kimberly Drinkell, Adriana Gentile, Arianna Desmarais, Jinho Yoon, Elisabeth Irvine, Sabrah Khanyari, Serena C. Romanelli, Veronica Miles, Calista Mortimer, Savannah-Calista Fournier, Rebecca Samuel, Emily Chan, Nathalie Jack, Nicole Rosenberg, Minseo Kim, Katya Kredl, Anna Xiao, Maya Rinaldi, Jamie Borenstein-Laurie, Cleo Bertrand, Claire Suisman

English and Math Teacher 2016-2017
Chiang Mai English Centre (Chiang Mai, Thailand)

English Teacher 2014
Louis Dreyfus Company (Buenos Aires, Argentina)

PROFESSIONAL SERVICE & ACTIVITIES

Podcast Host Fall 2024-Present
Just Your Average Employee
Guests: Lindsey Cameron (Wharton), Ben Walker (Victoria University of Wellington), Florian Kunze (University of Konstanz), Ryan Vogel (Temple), Ben Rogers (Boston University), Mireia Las Heras (IESE), Evgenia Lysova (VU Amsterdam), Zach Berry (USC), Maya Rossignac-Milon (IESE Business School), Marie-Catherine Mignault (ECSP), Hasagani Tissera (University of Toronto)

Organizer Spring 2023-Present
Work Meaningfulness Working Group

Coordinator Fall 2022-Summer 2023
McGill Psychology Participant Pool

Treasurer 2020-2021
Graduate Association of Psychology

Reviewer 2021-Present
Personal Relationships (Co-Reviewer), Social and Personality Psychology Compass

Graduate Student Member 2019-2020
Graduate Association of Psychology

Grad-Undergrad Workshops, Volunteer Fall 2019
Team of graduate students helping prepare undergraduates for graduate school

Winter Gala Committee, Co-Chair Fall 2019
Graduate Association of Psychology

Professional Memberships
Academy of Management, Society for Personality and Social Psychology, International Association for Relationships Research

WORKSHOPS AND TRAINING

Extracurricular Quantitative Methods Courses

2019-2021

Multilevel Modeling (Spring 2019)

Introduction to Bayesian Methods (Spring 2020)

Structural Equation Modeling (Spring 2021)

Measurement (Fall 2021)

Structural Equation Modelling

Summer 2020

Instructor: Dr. Patrick J. Curran & Dr. Daniel J. Bauer

Sample Size Planning for Appropriate Statistical Power

Spring 2019

Instructor: Dr. Samantha F. Anderson

LANGUAGES

English (*Native*); Spanish (*Native*); Portuguese (*Fluent*)