

Peer Reviewed Research Articles

Jolles, D., Juanchich, M., & Piccoli, B. (2023). "Too old to be a diversity hire. Choice bundling shown to increase gender-diverse hiring decisions fails to increase age diversity". [Journal of Experimental Psychology: General](#)

Huber, C., Dreber, A... Jolles, D., Juanchich, M... & Holzmeister, F. (2023). "Competition and moral behavior: A meta-analysis of forty-five crowd-sourced experimental designs". [Proceedings of the National Academy of Sciences](#)

Jolles, D., Holford, D., Juanchich, M., Buchannan, K., Piccoli, B. "Frontline employees are concerned about the climate crisis, and are ready for smart energy-saving technologies to help tackle it". [Occupational Psychology Outlook](#)

Juanchich, M., Sirota, M., Jolles, D., Whiley, L. (2022). "Are COVID-19 conspiracies a threat to public health? Psychological characteristics and health protective behaviours of believers". [European Journal of Social Psychology](#)

Jolles, D., Lamarche, V. M., Rolison, J. J., & Juanchich, M. (2022). "Who will I be when I retire? The role of organizational commitment, group memberships and retirement transition framing on older worker's anticipated identity change in retirement". [Current Psychology](#)

Other Research Papers

Jolles, D., & Lordan, G. (2024). "When GENERATIONS meet. The productivity potential of multigenerational meetings". [The Inclusion Initiative at LSE, published in collaboration with Protiviti \(report\)](#)

Jolles, D., & Lordan, G. (2024). "GENERATIONS: What is the productivity potential of your multigenerational workforce?" [The Inclusion Initiative at LSE, published in collaboration with Protiviti \(report\)](#)

Hamilton, O., Jolles, D., & Lordan, G. (2023). "Does the Tendency for 'Quiet Quitting' Differ Across Generations? Evidence from the UK". [IZA Discussion Paper](#)

Jolles, D., Holford, D., Juanchich, M., Buchannan, K., Attoe, D. (2021). "Using IoT to sustainably change Net Zero energy behaviours in your organisation". [Mindsett Knowledge Centre \(whitepaper\)](#)

Magazine and Newspaper Articles

Jolles, D., Lordan, G. "It's time to debunk the belief that tech natives are more valuable". [LSE Business review](#) (October 2024)

Jolles, D., Callaham, S. "The case for and against using generational labels, from "Gen Z" to "boomers". [LSE Business Review](#) (June, 2024)

Jolles, D. "Beyond generational frictions: The growing business case for intergenerational inclusion". [HRD Connect](#) (February, 2024)

Jolles, D., Lordan, G. "Generational diversity is on the rise, and so is conflict". [LSE Business Review](#) (February, 2024)

Hamilton, O., Jolles, D., Lordan, G. "Is the UK undergoing a "quiet quitting" revolution?". [Research for the World, The Social Science Magazine by LSE](#) (September, 2023)

Jolles, D., Hamilton, O., Lordan, G. "Generational Divides: The Do's and Don'ts of Generational Labels". [California Management Review: Insights](#) (August, 2023)

Jolles, D., Almeida, T., "Age diversity demands more than celebrating 'Martha Stewart on the cover of Sports Illustrated'". [LSE Business Review](#) (June 2023)

Blavo, Y., Nikita., Jolles, D. "We're all in this together: How we can work better to support employee mental health". [LSE Business Review](#) (May, 2023)

Jolles, D., Lordan, G. "How to succeed when your boss knows less than you". [Fast Company](#) (May, 2023)

Jolles, D., Lordan, G. "Why older talent should be a consideration for today's inclusive leader". [World Economic Forum, Future of Work](#) (February, 2023)

Jolles, D. "Age diversity: three steps to prepare for the multigenerational workplace of the future". [LSE Business Review](#) (December, 2022)

Keynote Talks, Workshops & Panel Appearances

Jolles, D. "The cost of unproductive meetings". *CMO SUMMIT CEE by Shortlist* (keynote presentation, 2024)

Jolles, D. "When GENERATIONS meet: The productivity potential of multigenerational meetings". *Protiviti UK* (panel member, 2024)

Jolles, D. "A New Age of Talent: Leading Beyond the 'Retirement Myths'". *Age Equity Alliance Fall Forum* (opening keynote, 2024)

Jolles, D. "LSE Festival: Is diversity and inclusion bad for business". *London School of Economics* (session host, 2024)

Jolles, D. "The future is multi-generational". *Hitachi*. (keynote presentation, 2024)

Jolles, D. "The Productivity Potential of the Multigenerational Workforce: Who Speaks for your Generation?". *The Inclusion Initiative, London School of Economics* (panel chair, 2024)

Jolles, D. "GENERATIONS: What is the Productivity Potential of your multigenerational workforce?". *Protiviti UK* (keynote speaker, 2024)

Jolles, D., Almeida, T., Nikita. "Experimental approaches to workplace Diversity, Equity and Inclusion (DEI). From lab to workplace". *Financial services company, name withheld*. (workshop, 2024)

Jolles, D. "Talking Generations: Intergenerational England". *UK Parliamentary Drop In Event, House of Lords* (contributing invitee, 2024)

Jolles, D. "Could solving the UK's diversity issue solve its productivity issue?". *UK Policy Festival* (panel member, 2023)

Jolles, D. "Managing a multi-generational workforce". *Frog Systems* (panel member, 2023)

Jolles, D. "The Productivity Puzzle: can diversity and inclusion unlock the key to growth?". *The Inclusion Initiative, London School of Economics* (panel member, 2023)

Jolles, D. "The future is multi-generational". *Financial services company, name withheld*. (keynote presentation, 2023)

Jolles, D., Nikita. "Open Science: A case study in diversity". *CIVICA Open Science Discussion Forum*. (presentation, 2023)

Jolles, D. "Leveraging behavioural science to create inclusive organisations". *The Inclusion Initiative, London School of Economics* (panel member, 2022)

Jolles, D. "Age & unconscious bias: A critical perspective". *Age Equity Alliance Fall Forum* (keynote, 2022)

Jolles, D., Almeida T. "Experimental approaches to workplace Diversity, Equity and Inclusion (DEI)". *London School of Economics PBS, MSc Behavioural Science* (workshop, 2023)

Juanchich, M., **Jolles, D.** "Perspectives on Equality, Diversity and Inclusion". *UK Government Open Innovation Team* (workshop, 2022)

Callaham, S., **Jolles, D.** "National Inclusion Week: Unlocking Potential: An age old problem". *Siemens Healthineers* (keynote presentation, 2022)

Callaham, S., **Jolles, D.** "Uncomfortable Conversations About Ageism". *EditShare Global Uncomfortable Conversations Series* (keynote presentation, 2022)

Jolles, D. "Too old for the job? Choice framing effects shown to increase gender diversity in hiring decisions fail to increase age diversity". *European Association of Work and Organisational Psychology (EAWOP) Glasgow* (recorded presentation, 2022)

Jolles, D. "Gloom or glow? Motivating frontline employees to take energy-saving actions at work". *European Association of Work and Organisational Psychology (EAWOP) Glasgow* (COVID cancelled presentation, 2022)

Callaham, S., **Jolles, D.** "Understanding Bias: Age, Intersectionality and Intervention". *National Urban League's Whitney M. Young, Jr. Urban Leadership Development Conference* (workshop, 2021)

Jolles, D. "Too old for the job? Choice framing effects shown to increase gender diversity in hiring decisions fail to increase age diversity". *Subjective Probability Utility & Decision Making (SPUDM)* (presentation, 2021)

Jolles, D., Juanchich, M. "IoT for better energy outcomes: Mindsett University of Essex Behavioural Science partnership". *Oceans Together Forum* (presentation, 2021)

Attoe, D. "Driving better energy outcomes: Mindsett and University of Essex Behavioural Science partnership". *Enabling Innovation: Research to Application (EIRA) East of England Roadshow* (presentation, 2021)

Jolles, D. "Too old for the job? Isolated choice effect and its implications for age diversity hiring for organizations". *Society for Judgement and Decision Making (SJDm)* (presentation, 2020)

Callaham, S., **Jolles, D.** "How to build an age inclusive workplace. Embracing Aging, York County Community Foundation". (workshop, 2020)

Jolles, D. "Too old for the job? Isolated choice effect and its implications for age diversity hiring". *Experimental Psychology Society (EPS)* (recorded presentation, 2020)

Media Coverage & Appearances

Financial Times, "Is your boss talking too much? AI can tell them", 2 December 2024

Fortune, "Gen Z and millennial worker productivity is being crushed by bosses who don't understand them, top economics university research says", 12th November 2024

Raconteur: Leaders Digest, "The true cost of unproductive meetings", 8 November 2024

LSE News, "More than a third of business meetings are unproductive due to a lack of generational diversity", 25th October 2024

Times Higher Education (THE), "The intergenerational university", 24 September 2024

Business Insider, "Even Millennials Are Getting Too Old to Land a Tech Job", 23 September 2024

Diverseseek Podcast with Jolene Mai, "How can we have better conversations about age?", 28 August 2024

People Management by CIPD, "Businesses need to create intergenerational cohesion – here's why", 4 July 2024

Forbes, "What Employers Must Do When Hiring Bias Against Older Workers Resists 'Nudging'", 23 June 2024

Raconteur, "How employers can break down generational echo chambers at work", 29 April 2024

Business Insider, "Some Gen Z workers are turning to AI for career advice and it's actually not a bad idea", 23 February 2024

Business Insider, "Older bosses can hurt the productivity of Gen Z and millennial workers", 15 February 2024

Lewis Silkin Future of Work Hub, "Strategic priorities shaping the workforce and HR agenda in 2024 and beyond", 31 January 2024

Psychology Today, "Why People Quiet Quit: Motivations and Provocations", 27 November 2023

LSE Research for the World, "Is the UK undergoing a "quiet quitting" revolution?", 26 September 2023

L'Opinion, "Comment le quiet quitting transforme le monde du travail au Royaume-Uni", 26 June 2023

LSE News, "Widespread evidence of 'quiet quitting' in the UK labour market", 23 June 2023

The Times, "Quiet quitters take week out of the working year", 23 June 2023

It Gets Late Early Podcast with Maureen W Clough, "What do older workers bring to the table?", 30 May 2023

Government Transformation Magazine, "How the Open Innovation Team is changing Civil Service recruitment", 13 January 2022

GOV.UK, "Diversity in recruitment", 7 January 2022