

## Dr Eugene Yu Jin Tee

PhD (Management) (University of Queensland)

Master of Applied Positive Psychology ([MAPP](#)) (University of Pennsylvania)

Bachelor of Business Management 1<sup>st</sup> Class Honours (Management & Organizations) (University of Queensland)

Department of Psychology,  
Level 3, HELP University Subang 2  
Persiaran Cakerawala, Subang Bestari,  
Seksyen U4, 40150 Shah Alam  
Selangor, Malaysia  
Phone: 03 7849 3000 Ext. 3218  
Fax: 03 7849 3299  
Email: [teeyj@help.edu.my](mailto:teeyj@help.edu.my)

## Personal Statement

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*To speak for science,  
Illuminating knowledge.  
Strengths bloom, lives flourish.*

*I am a scholar-practitioner with 14 years of experience spanning teaching, research, and public engagement in the psychological sciences. I am a social science scholar, award-winning author, and advocate for evidence-informed practice in personal and professional development. Above all, I believe in the transformative power of emotional intelligence and positive psychology to help people lead harmonious, meaningful lives. My professional aspiration is to bridge the science-practice gap and support others in discovering their own pathways to a life of pragmatic, pleasurable purpose.*

*Life, on purpose; in harmony.*

○ Creativity ○ Judgment ○ Humility ○ Prudence ○ Perspective ○

## Personal Details

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### Current Roles

- Professor, Department of Psychology, Faculty of Behavioural Sciences, HELP University, Kuala Lumpur, Malaysia
- Editor-in-Chief, Insight: The Journal of Asian Perspectives on Psychology (JAPP)
- Ethics Review Board (ERB) Chair, Department of Psychology, Faculty of Behavioural Sciences, HELP University, Kuala Lumpur, Malaysia (June 2025-present).

### Previous Roles

- Research Coordinator, Department of Psychology, Faculty of Behavioural Sciences, Education and Languages, HELP University, Kuala Lumpur, Malaysia (2014-2022)
- Ethics Review Board (ERB) Committee, Department of Psychology, Faculty of Behavioural Sciences, HELP University, Kuala Lumpur, Malaysia (2014-2022; January 2024-May 2025)

Citizenship: Malaysian

Language Proficiency: English (Spoken & Written)

LinkedIn Page: <https://www.linkedin.com/in/eugene-tee-phd-mapp-3398a9254/>

## Research Areas

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### Discrete Emotions and Affective Processes in Organizations (Emotions in Organizations)

- Discrete positive emotions (e.g., gratitude, hope, inspiration) within the context of positive organizational behaviour (POB)/positive organizational scholarship (POS) and/or negative emotions (e.g., malicious envy, fear/anxiety) and their influences on work and well-being outcomes.
- Affective processes and emotion-related skills in organizational contexts, including, but not limited to, the role of emotional contagion, emotional labour, empathy, and emotional intelligence, and their influences on work and well-being outcomes.

### Human Flourishing and Optimal Functioning (Positive Psychology)

- Hedonic and eudaimonic well-being, with a focus on how elements within the PERMA model (positive emotions, engagement, relationships, relationships, meaning, and achievement) influence well-being.
- Strengths, skills, and traits that contribute to well-being, including character strengths, mindfulness, resilience, optimism, and their relationships with emotional, social, and psychological well-being.

ORCID ID: <https://orcid.org/0000-0001-9020-6771>

Scopus Author Page: <https://www.scopus.com/authid/detail.uri?authorId=26634427300>

Google Scholar Page: <https://scholar.google.com/citations?user=oBrUIksAAAAJ&hl=en>

Open Science Framework Profile Page: [osf.io/gudtj](https://osf.io/gudtj)

## Academic Background

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### Doctor of Philosophy (PhD) in the Field of Management

(2010; University of Queensland, Australia)

Doctoral Dissertation: Upward Emotional Contagion and Implications for Leadership

Available at: <https://espace.library.uq.edu.au/view/UQ:216293>

### Master of Applied Positive Psychology (MAPP)

(2023; University of Pennsylvania, United States)

(GPA: 4.00/4.00; Distinguished Capstone Award, featured at <https://www.lps.upenn.edu/degree-programs/mapp/curriculum/capstones/2023>)

Masters Capstone: The Life Worth Living is a Life Worth Experiencing

Available at: <https://repository.upenn.edu/handle/20.500.14332/58864>

### Bachelor of Business Management with Honours Class 1 in the Field of Management

(2006; University of Queensland, Australia)

(GPA: 7.0/7.0; US Equivalent: 4.00/4.00)

### Bachelor of Business Management: Management & Organizations Major

(2005; University of Queensland, Australia)

(GPA: 6.5/7.0; US Equivalent: 3.88/4.00; Dean's Commendation for High Achievement)

## Professional Certifications

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I am a VIA Mindfulness-Based Strengths Practice (MBSP) Certified Practitioner. Credentialing details, along with my name as a VIA-MBSP Certified Practitioner, can be found here: <https://www.viacharacter.org/mindfulness/certified-practitioners>. I obtained this certification on 5<sup>th</sup> December 2024.

I am also a Certified Facilitator for the Reflected Best Self Exercise (RBSE). Credentialing information can be found here: <https://reflectedbestselfexercise.com/certification>. A certificate administered by EnlivenWork in collaboration with the University of Michigan is available upon request. I obtained this certification on 9<sup>th</sup> December 2024.

## Teaching Experience and Approach to Online Learning

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*At present, I serve as a full-time academic at the Department of Psychology, HELP University Subang 2, Malaysia, where I have been since January 2011. Before this, I was a teaching assistant at the University of Queensland, Australia, from 2008-2010. Evaluations of my teaching ability have been consistently positive, with aggregated evaluations averaging 4.5 out of 5 based on teaching assessment items. My teaching approach varies across the different courses I have taught in my career, but I see my role predominantly as a 'facilitator of informative conversations.' I emphasize valued learning experiences and the relevance of content when conducting classes, and as such, adopt a variety of methods for engaging with my students. These include, but are not limited to, in-class self-reflections, case study discussions, debates, and creative experiential exercises.*

*A partial list of subjects I have taught throughout my academic career includes:*

- Understanding and Managing Emotions
- Evolutionary Psychology
- Positive Psychology
- Contextual Intelligence
- Scientific Thinking and Academic Writing
- Introduction to Psychology (Individual Differences Module)
- Introduction to Industrial/Organizational Psychology
- Introduction to Economic Psychology
- Introduction to Psychological Testing
- Qualitative Methods and Mixed-Methods Research / Advanced Quantitative Methods
- Leading and Managing People
- Managerial Skills and Communication

*Given the transition to online learning in March 2020, given COVID-19 restrictions, I have been able to successfully tailor my teaching approach to accommodate students' learning preferences and help them meet the course learning outcomes. This involved the preparation of accessible and download-friendly pre-recorded lecture materials, writing of lecture transcripts for all lessons, and provision of supplementary materials that support online learning. I have also utilized appropriate learning tools to engage learners during my synchronous office hours sessions. Student evaluations of my online courses have been highly positive, with scores ranging from 4.70 to 4.90 out of 5.00 from March 2020 to August 2021.*

I am also a Lecturer at [The School of Positive Psychology](#), Singapore, and have taught Introduction to Applied Positive Psychology (GPSY02) at this institution. Email: [eugene@positivepsych.edu.sg](mailto:eugene@positivepsych.edu.sg)

I serve as a Provider for [MindFi](#), an employee assistance program (EAP) based in Singapore. I offer webinars on emotional intelligence and positive psychology from this platform. My provider profile can be viewed here: <https://app.mindfi.co/provider/eugene-tee>

## Research Supervision and Peer Review Experience

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Throughout my academic career, I have supervised more than 400 undergraduate Bachelor of Psychology thesis projects, along with more than 30 postgraduate projects across Counselling, Clinical Psychology, Coaching, and Managerial Psychology Masters programs. Most of my research students' studies pertain to the scientific study of emotions in organizational and more general social contexts. My students' research work has been accepted for presentations at both the international and regional levels. A number have also been successful in their application to Masters and PhD programs in prestigious international universities such as the University of Oxford (United Kingdom), Utrecht University (Netherlands), University of Nebraska-Lincoln (United States), and Lancaster University (United Kingdom).

I continue to engage with the international academic research community for the study of emotions. This includes participating in a wide range of academic conferences, serving as a reviewer for conferences and peer-reviewed journal articles, and collaborating with emotion researchers around the world. As part of my professional service, I have served as an ad-hoc reviewer for the following scientific journals:

- Journal of Organizational Behavior
- Asian Journal of Social Psychology
- Emotion Review
- The Journal of Positive Psychology
- Motivation and Emotion
- PLoS One
- Nature: Scientific Reports
- BMJ (British Medical Journal)
- Heliyon
- Applied Psychology: An International Review
- New Ideas in Psychology
- Applied Cognitive Psychology
- European Journal of Social Psychology
- Journal of Humanistic Psychology
- Journal of Applied Social Psychology
- Journal of Management and Organization
- Asia-Pacific Journal of Human Resources
- Psychological Reports
- Psychological Studies
- International Journal of Tourism Research
- International Journal of Health Planning and Management
- Journal of Environmental Psychology
- Acta Psychologica
- Sage Open
- Health Science Reports

I am presently Editor-in-Chief of *Insight: The Journal of Asian Perspectives on Psychology* (Formerly *The Asian Journal of Behavioural Sciences*). The journal is the Department of Psychology, HELP University's first academic journal. (<https://university.help.edu.my/empowering-lives-ajbs/>)

I am currently a reviewer for the *Journal of Organizational Behavior* and the *Asian Journal of Social Psychology*. My Publons reviewer profile can be viewed at [www.publons.com/a/1202901/](http://www.publons.com/a/1202901/)

I won the **Best Reviewer Award** in recognition of outstanding service and contribution as a peer reviewer for *The Asian Journal of Social Psychology*. I received the award at the **2025 16<sup>th</sup> Biennial Conference of the Asian Association of Social Psychology (AASP)**, Kuala Lumpur, Malaysia, from Professor Minoru Karasawa, President of AASP.

## Peer-Reviewed Publications

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Tee, E.Y.J., Canggra, B.B., & Raja Reza Shah, R.I.A. (2025). Unpacking the emotional black box of the affective processes model. *Psychological Inquiry*, 36(3).  
<https://www.doi.org/10.1080/1047840X.2025.2525684>

Besta, T., Thomas, E., Olech, M., Jurek, P., Osborne, D., Palace, M., Akbas, G., Becker, J.C., Becker, M., Brik, T., Chayinska, M., Deguchi, M., Dhakal, S., Kelmendi, K., Kende, A., Lamus, S., Le

- Dornat, Leung, A., Martiny, S.E., Mizuki, R., Pozzi, M., Pistoni, C., Raja Reza Shah, R.I.A., Raut, P.K., Safdar, S., Stroebe, K., Sulejmanović, D., **Tee, E.Y.J.**, Ton, G., Uluğ, Ö.M., Urbiola, A., Włodarczyk, A., & van Zomeren, M. (2025). When (and where) do pandemics foster anti-migrant actions? Individual- contextual- and societal-level drivers affecting social cohesion during the COVID-19 pandemic. *International Journal of Intercultural Relations*, 108(2025), 102269. <https://doi.org/10.1016/j.ijintrel.2025.102269>
- Besta, T., Thomas, E.F., Celikkol, G., Olech, M., Jurek, P., van Zomeren, M., Pozzi, M., Pistoni, C., Palace, M., Akbaş, G., Becker, J.C., Becker, M., Brik, T., Chayinska, M., Deguchi, M., Dhakal, S., Kelmendi, K., Kende, A., Kosakowska-Berezecka, N., de Lemus, S., Le Dornat, P., Leung, A.K., Martiny, S.E., Mizuki, R., Osborne, D. Raja Reza Shah, R.I.A., Raut, P.K., Safdar, S., Stroebe, K., Sulejmanović, D. **Tee, E.Y.J.**, Ton, G., Uluğ, Ö.M., Urbiola, A., & Włodarczyk, A. (2025). Cultural logics of honor, face, and dignity as moderators of the relationship between group processes and pro-immigrant collective action intention. *Current Research in Ecological and Social Psychology*, 9(2025),100234. <https://doi.org/10.1016/j.cresp.2025.100234>
- Thomas, E. F., Stothard, C., Besta, T., Akbas, G., Becker, J. C., Becker, M., Brik, T., Chayinska, M., Deguchi, D., Dhakal, S., Kelmendi, K., Kende, A., de Lemus, S., Dornat, P.L., Iwanoska, M., Leung, A., Martiny, S., Mizuki, R., Osborne, D., Palace, M., Pozzi, M., Pistoni, C., Raja Reza Shah, R.I.A., Raut, P.K., Safdar, S., Stroebe, K., Sulejmanović, D., **Tee, E.Y.J.**, Ton, G., Uluğ, Ö.M., Urbiola, A., Weber, N.M., Włodarczyk, A., & van Zomeren, M. (2025). Anti-immigration conspiracy beliefs are associated with endorsement of conventional and violent actions opposing immigration and attitudes towards democracy across 21 countries. *Nature: Communications Psychology*, 3(1), 66. <https://doi.org/10.1038/s44271-025-00246-1>
- Tee, E.Y.J.** (2024). Enhancing emotional intelligence with the positive humanities: A narrative review and proposal for well-being interventions. *Emotion Review*, 16(3), 162-179. <https://doi.org/10.1177/17540739241259564>
- Berndsen, M., Thomas, E. & **Tee, E.Y.J.** (2024). The impact of religious identification on national support and engagement in collective action to support Rohingya refugees. *Asian Journal of Social Psychology*, 27(4), 1-15. <https://onlinelibrary.wiley.com/doi/10.1111/ajsp.12622>
- Tee, E.Y.J.** & Raja Reza Shah, R.I.A. (2023). Self-transcendent emotions and their influence on organizational effectiveness: A literature review and synthesis. *Asian Journal of Social Psychology*, 26(1), 146-163. <https://doi.org/10.1111/ajsp.12550>
- Tee, E. Y. J.**, Raja Reza Shah, R.I.A., Thomas, K. S., Ng, S.L., & Phoo, E. Y. M. (2022). What predicts wellbeing amidst crisis? A study of promotive and protective psychological factors among Malaysians during the COVID-19 pandemic. *International Journal of Wellbeing*, 12(4), 65-84. <https://doi.org/10.5502/ijw.v12i4.2657>
- Tee, E.Y.J.**, Raja Reza Shah, R.I.A., Ramis, T. & Chai, L.J. (2022). Bent, but not broken: Locus-of-hope and well-being among Malaysians facing economic challenges during the Covid-19 pandemic. *Psychological Studies*, <https://doi.org/10.1007/s12646-022-00653-y>
- Sugawara, D., Chishima, Y., Kubo, T., Raja Reza Shah, R.I.A., Phoo, E. Y. M., Ng, S. L., & **Tee, E. Y. J.** (2022). Mental health and psychological resilience during the Covid-19 pandemic: A cross-cultural comparison of Japan, Malaysia, China, and the US. *Journal of Affective Disorders*, 311, 500-507. <https://doi.org/10.1016/j.jad.2022.05.032>

- Sugawara, D., Yuan, G. Masuyama, A., Ng, S.L., Phoo, E.Y.M., Raja Reza Shah, R.I.A., Kubo, T., Chishima, Y., & Tee, E.Y.J. (2021). RE-COVER project: A survey on resilience, mental health, and fear of COVID-19 in four countries. *BMC Research Notes*, 14, 409 (2021). <https://doi.org/10.1186/s13104-021-05819-x>
- Wan Ali Munawar, I. & Tee, E.Y.J., (2021). The relationship between emotion regulation and well-being during the pandemic: Resilience as a mediator, in Louis, D.G.J., Kaur, S. & Cheong, H.F. (eds.). *COVID-19 and Psychology in Malaysia: Psychosocial Effects, Coping, and Resilience*. United Kingdom: Routledge. <https://www.taylorfrancis.com/chapters/edit/10.4324/9781003178576-7/relationship-emotion-regulation-well-being-pandemic-nurul-izzah-fathiah-binti-wan-ali-munawar-eugene-tee>
- Tee, E.Y.J. (2020). Uncovering the trail of positive affect in the job attitudes literature: A systematic review. *Asian Journal of Social Psychology*, 23, 54-68. <https://doi.org/10.1111/ajsp.12398>
- Gu, Y., Liu, D., Zheng, G., Yang, C., Dong, Z & Tee, E.Y.J. (2020). The effects of Chinese seafarers' job demands on turnover intention: The role of fun at work. *International Journal of Environmental Research and Public Health*, 17(14), 5247. <https://doi.org/10.3390/ijerph17145247>
- Raja Reza Shah, R.I.A., & Tee, E.Y.J. (2019). Identifying with the In-group Increases aggressive tendencies against the out-group: The mediating role of schadenfreude, in Ashkanasy, N.M., Zerbe, W. & Härtel, C.E.J. (eds.). *Research on Emotion in Organizations, Volume 15*, 113-132. Amsterdam: Elsevier. <https://doi.org/10.1108/S1746-979120190000015011>
- Tee, E.Y.J., Fernandez, E. F., Li, C. L., & Goh, C. L. (2018). Rethinking undergraduate psychology programs: Examining the level of graduate work readiness, in Shigemasa, K., Kuwano, S., Sato, T. & Matsuzawa, T. (eds.). *Diversity in Harmony*, 358-374. Chichester, UK: John Wiley & Sons. <https://doi.org/10.1002/9781119362081.ch19>
- Tee, E.Y.J., Ramis, T., Fernandez, E.F. & Paulsen, N. (2017). Responding to injustice: Perception, anger, and identification as drivers of collective action, in Zerbe, W. (ed.). *Research on Emotion in Organizations, Volume 13*, 17-46. Amsterdam: Elsevier. <https://doi.org/10.1108/S1746-979120170000013004>
- Tee, E.Y.J., Teoh, D.S.E. & Ramis, T. (2016). Responding to perceptions of electoral fraud: Followership, emotions and collective action from Malaysia's 13th General Election, in Koonce, R. (ed.). *Followership in Action: Cases and Commentaries*, 195-203. United Kingdom: Emerald. <https://doi.org/10.1108/978-1-78560-948-020161027>
- Tee, E.Y.J. (2015). The emotional link: Leadership and the role of implicit and explicit emotional contagion processes across multiple organizational levels. *Leadership Quarterly*, 26(4): 654-670. <https://doi.org/10.1016/j.leaqua.2015.05.009>
- Tee, E.Y.J., Ng, Y.L. & Paulsen, N. (2014). To be one of us, you have to feel like one of us: How leaders' expressed emotions influence followers' perceptions of leader self-sacrifice intentions and effectiveness in a crisis situation, in Ashkanasy, N.M. Härtel, C.E.J. & Zerbe, W.J. (eds.). *Research on Emotions in Organizations, Volume 10*, 247-270. Amsterdam: Elsevier. <https://doi.org/10.1108/S1746-979120140000010018>



- Tee, E.Y.J., Paulsen, N. & Ashkanasy, N.M. (2013). Revisiting followership through a social identity perspective: The role of collective follower emotion and action. *Leadership Quarterly*, 24(6): 902-918. <https://doi.org/10.1016/j.leaqua.2013.10.002>
- Tee, E.Y.J., Ashkanasy, N.M. & Paulsen, N. (2013). The influence of follower mood on leader mood and task performance: Evidence for an affective, follower-centric perspective of leadership. *Leadership Quarterly*, 24(4): 496-515. <https://doi.org/10.1016/j.leaqua.2013.03.005>
- Ashkanasy, N.M. & Paulsen, N. & Tee, E.Y.J. (2012). Extending relational leadership theory: The role of affective processes in shaping leader-follower relationships, in Uhl-Bien, M. & Ospina, S. (eds.). *Advancing Relational Leadership Theory: A Conversation Amongst Perspectives*, Greenwich, CT: Information Age Publishing. 335-339.
- Dasborough, M.T., Ashkanasy, N.M., Tee, E.Y.J. & Tse, H.H.M. (2009). What goes around comes around: How meso-level negative emotional contagion can ultimately determine organizational attitudes towards leaders. *Leadership Quarterly*, 20(4): 571-585. <https://doi.org/10.1016/j.leaqua.2009.04.009>

## Refereed Conference Oral Presentations, Proceedings, and Posters: International

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- Tee, E.Y.J., Sugawara, D., Masuyama, A., Kubo, T. & Aoki, K. (2025). Experiencing ikigai as the psychologically rich life: an exploratory study of valued experiences across three countries. Paper accepted for presentation at the *2025 International Positive Psychology Association World Congress on Positive Psychology*, 2<sup>nd</sup>-5<sup>th</sup> July 2025, Brisbane, Australia.
- Wong, G. & Tee, E.Y.J., (2025). The spirit of shared stories: Reflections on the role of the positive humanities in psychology education. Paper accepted for presentation at the *2025 International Positive Psychology Association World Congress on Positive Psychology*, 2<sup>nd</sup>-5<sup>th</sup> July 2025, Brisbane, Australia.
- Raja Reza Shah, R.I.A., & Tee, E.Y.J. (2025). Speak of the Angel: How Positive Gossip Influences Perceived Social Status through Perceptions of Agency and Communion. Paper accepted for presentation at the *2025 International Positive Psychology Association World Congress on Positive Psychology*, 2<sup>nd</sup>-5<sup>th</sup> July 2025, Brisbane, Australia (Poster Presentation).
- Tee, E.Y.J. (2023). Well-being across five levels of analysis: A multi-level model of the correlates of flourishing. *Paper presented at the 15<sup>th</sup> Biennial Conference of the Asian Association of Social Psychology*, 13<sup>th</sup>-15<sup>th</sup> July 2023, Hong Kong.
- Tee, E.Y.J., Raja Reza Shah, R.I.A., Ramis, T. & Chai, L.J. (2023). Locus of hope and well-being among Malaysians facing economic challenges amidst the pandemic. Paper presented at the 'Locus-of-Hope and Well-Being (Part 1): COVID-19 Pandemic' symposium, *15<sup>th</sup> Biennial Conference of the Asian Association of Social Psychology*, 13<sup>th</sup>-15<sup>th</sup> July 2023, Hong Kong.
- Fam, S.C.E. & Tee, E.Y.J. (2023). A grateful me is a healthy, helpful me. Paper accepted for presentation at the *15<sup>th</sup> Biennial Conference of the Asian Association of Social Psychology*, 13<sup>th</sup>-15<sup>th</sup> July 2023, Hong Kong.
- Tee, E.Y.J. & Raja Reza Shah, R.I.A (2021). A broaden and build framework of self-transcendent emotions for organizational effectiveness. Paper presented at the *81<sup>st</sup> Annual Meeting of*

- the Academy of Management* (AoM), 29<sup>th</sup> July-4<sup>th</sup> August 2021 (Virtual).  
<https://journals.aom.org/doi/abs/10.5465/AMBPP.2021.12006abstract>
- Tang, J.C. & Tee, E.Y.J. (2021). The mediating effect of optimism and self-efficacy on the relationship between hope and career readiness. Paper presented at the *32<sup>nd</sup> International Congress of Psychology (ICP)*, 18<sup>th</sup>-23<sup>rd</sup> July 2021, Prague, Czech Republic (Poster Presentation).
- Tan, A.H.L. & Tee, E.Y.J. (2021). Sceptical, apathetic, or cynical? Disaffection mediates the online political engagement-efficacy link. Paper presented at the *32<sup>nd</sup> International Congress of Psychology (ICP)*, 18<sup>th</sup>-23<sup>rd</sup> July 2021, Prague, Czech Republic.
- Guo, Z.Z., Raja Reza Shah, R.I.A., Ooi, W.L., Ramis, T. & Tee, E.Y.J. (2019). A cross-cultural comparison on mental toughness and self-defeating behaviours in North American and Malaysian Samples. Paper presented at the *2019 Canadian Psychological Association (CPA) 80<sup>th</sup> Annual National Convention*, 31<sup>st</sup> May-2<sup>nd</sup> June 2019, Halifax, Canada.
- Razavi, P., Tee, E.Y.J., Sugawara, D., Lin, P., Razavi, P., Lieber, S., Niella, T., Navaja, J., Srivastava, S. & Saucier, G. (2019). Similarities and differences in the expression of six emotions in Malaysia and the US. Paper presented at the *2019 Society for Affective Science (SAS) Conference*, 21<sup>st</sup>-23<sup>rd</sup> March 2019, Boston, United States.
- Razavi, P., Sugawara, D., Lin, P., Tee, E. Y. J., Lieber, S., Razavi, P., & Srivastava, S. (2019). Explaining cross-cultural differences in emotional expressivity from a socio-ecological perspective. Paper presented at the *2019 Society for Personality and Social Psychology (SPSP) Annual Convention*, 8<sup>th</sup>-9<sup>th</sup> February 2019, Oregon, United States.
- Tee, E.Y.J. & Teh, A.Y.L. (2018). Joyful work: A review of the role of positive affect in job attitudes research. Paper presented at the *11<sup>th</sup> International Conference on Emotions and Worklife (EMONETXI)*, 8-9<sup>th</sup> August 2018, Chicago, United States.
- Raja Reza Shah, R.I.A. & Tee, E.Y.J. (2018). Identifying with the in-group increases aggressive tendencies against the outgroup: The mediating role of schadenfreude. Paper presented at the *11<sup>th</sup> International Conference on Emotions and Worklife (EMONETXI)*, 8-9<sup>th</sup> August 2018, Chicago, United States.
- Faisal, Y. & Tee, E.Y.J. (2018). The influence of sense of humour on resilience and psychological well-being: The mediating role of cognitive appraisal. Paper presented at the *29<sup>th</sup> International Congress of Applied Psychology*, 26<sup>th</sup>-30<sup>th</sup> June 2018, Montreal, Canada (Poster Presentation).
- Tan, J.Y. & Tee, E.Y.J. (2018). Boredom proneness and creative achievement: Does epistemic curiosity explain this link? Paper presented at the *29<sup>th</sup> International Congress of Applied Psychology*, 26<sup>th</sup>-30<sup>th</sup> June 2018, Montreal, Canada (Poster Presentation).
- Choo, X. & Tee, E.Y.J. (2018). Facial attractiveness as a function of makeup amount: An evolutionary perspective. Paper presented at the *29<sup>th</sup> International Congress of Applied Psychology*, 26<sup>th</sup>-30<sup>th</sup> June 2018, Montreal, Canada (Poster Presentation).
- Sugawara, D., Tee, E.Y.J., Nagamine, N., Ramis, T., Miyagawa, Y. & Sugie, M. (2017). Cultural comparisons of mixed emotions by cognitive appraisal theory. Paper presented at the *2017 Japan Society for Research on Emotion (JSRE) Conference*, June 2017, Kyoto, Japan.



- Kaur, H. & Tee, E.Y.J. (2017). A laboratory experiment on Loving-Kindness Meditation and its undoing effect on anger. Paper presented at the [2017 British Psychological Society Annual Conference](#), 3<sup>rd</sup>-5<sup>th</sup> May 2017, Brighton, United Kingdom (Poster Presentation).
- Gerald Prem Kumar, A.P. & Tee, E.Y.J. (2017). The relationship between wanderlust and discrete positive emotions. Paper presented at the [2017 British Psychological Society Annual Conference](#), 3<sup>rd</sup>-5<sup>th</sup> May 2017, Brighton, United Kingdom. (Poster Presentation)
- Tee, E.Y.J., Ramis, T., Fernandez, E.F. & Paulsen, N. (2016). Responding to injustice: Perception, anger and identification as drivers of collective action. Paper presented at the [10<sup>th</sup> International Conference on Emotions and Worklife \(EMONETX\)](#), 4<sup>th</sup>-5<sup>th</sup> July 2017, Rome, Italy.
- Yap, G.S.L. & Tee, E.Y.J. (2016). The psychological underpinnings of Malaysian Chinese aversion to cats: A qualitative study. Paper presented at the [31<sup>st</sup> International Congress of Psychology](#), Yokohama, Japan. Published as Part of Conference Proceedings, in Silbereisen, R.K. (Ed.). 31<sup>st</sup> International Congress of Psychology, 24<sup>th</sup>-29<sup>th</sup> July 2016, Yokohama, Japan, International Journal of Psychology, 51(S1): 538.
- Too, C. & Tee, E.Y.J. (2016). Exploring Malaysian netizens' emotional expressions towards aviation incidents through a content analysis of Twitter. Paper presented at the [31<sup>st</sup> International Congress of Psychology](#), Yokohama, Japan. Published as Part of Conference Proceedings, in Silbereisen, R.K. (Ed.). 31<sup>st</sup> International Congress of Psychology, 24-29<sup>th</sup> July 2016, Yokohama, Japan, International Journal of Psychology, 51(S1): 537.
- Tee, E.Y.J. (2016). The emotional link: Developing a theoretical map of emotional contagion processes across multiple organizational levels. Paper presented at the [31<sup>st</sup> International Congress of Psychology](#), Yokohama, Japan. Published as Part of Conference Proceedings, in Silbereisen, R.K. (Ed.). 31<sup>st</sup> International Congress of Psychology, 24-29<sup>th</sup> July 2016, Yokohama, Japan, International Journal of Psychology, 51(S1): 741.
- Tee, E.Y.J., Ramis, T., Fernandez, E. & Paulsen, N. (2016). Responding to injustice: Perception, anger and identification as drivers of follower collective action. Paper presented at the [31<sup>st</sup> International Congress of Psychology](#), Yokohama, Japan. Published as Part of Conference Proceedings, in Silbereisen, R.K. (Ed.). 31<sup>st</sup> International Congress of Psychology, 24-29<sup>th</sup> July 2016, Yokohama, Japan, International Journal of Psychology, 51(S1): 741.
- Leow, C.Y.M., Cheong, W.H. & Tee, E.Y.J. (2015). A phenomenological study of emotional bonds of dog owners during personal crisis situation. Paper presented at the [50<sup>th</sup> Annual Conference of the Australian Psychological Society - The Golden Jubilee Conference](#), 29<sup>th</sup> September-2<sup>nd</sup> October 2015, Queensland, Australia. (Poster Presentation).
- Tee, E.Y.J. & Wong, C.Y. (2015). Upward emotional contagion via electronic communication: A mixed-methods study, presented at the 'Encompassing advanced and differential approaches to emotional contagion' symposium, [2015 Society of Industrial and Organizational Psychology \(SIOP\) Conference](#), 23<sup>rd</sup>-25<sup>th</sup> April 2015, Philadelphia, United States.
- Hartmans, J.A. & Tee, E.Y.J. (2014). Are beautiful people always more happy? The role of global self-esteem as a mediator between physical attractiveness and subjective well-being. Paper presented at the [28<sup>th</sup> International Congress of Applied Psychology \(ICAP\)](#), 8<sup>th</sup>-13<sup>th</sup> July 2014, Paris, France.

- Mok, M.L.L. & Tee, E.Y.J. (2014). The impact of anger and personal resilience on task performance. Paper presented at the *28<sup>th</sup> International Congress of Applied Psychology (ICAP)*, 8<sup>th</sup>-13<sup>th</sup> July 2014, Paris, France (Poster Presentation).
- Mui, G.Y., Sien, V.Y., Tee, E.Y.J. & Singh, D. (2014). Perceptions of Malaysian female school children towards higher education in information technology: An exploratory study. Paper presented at the *ACM SIGMIS Computers and People Research Conference*, 29<sup>th</sup>-31<sup>st</sup> May 2014, Singapore.
- Amsyar, M.K. & Tee, E.Y.J. (2013). Smart to feel worried: The linkage between emotional intelligence and trait-consistent mood state. Paper presented at the *2013 International Society for Research on Emotion*, 3<sup>rd</sup>-5<sup>th</sup> August 2013, Berkeley, United States.
- Tan, S.M.J. & Tee, E.Y.J. (2013). What defines charisma in female political leaders? A study of perceptions of charismatic female politicians. Paper presented at the *10<sup>th</sup> Industrial Organisational Psychology (IOP) Conference*, 3<sup>rd</sup>-6<sup>th</sup> July 2013, Perth, Australia.
- Amsyar, M.K. & Tee, E.Y.J. (2013). The interactive effects of mood, emotional intelligence and neuroticism on cognitive performance. Paper presented at the *10<sup>th</sup> Industrial Organisational Psychology (IOP) Conference*, 3<sup>rd</sup>-6<sup>th</sup> July 2013, Perth, Australia.
- Tee, E.Y.J., Ng, Y.L. & Paulsen, N. (2012). To be one of us, you have to feel like one of us: How leaders' expressed emotions influence followers' perceptions of leader self-sacrifice intentions and effectiveness in a crisis situation, presented at the 'Organizational behavior discussion paper session: Cognitive processes and affect', *2012 Academy of Management Conference*, 3<sup>rd</sup>-7<sup>th</sup> August 2012, Boston, United States.  
<https://doi.org/10.5465/AMBPP.2012.13542abstract>
- Tee, E.Y.J. & Ng, Y.L. (2012). Research collaborations with Malaysian universities: Challenges and opportunities. Paper presented at the 'Research and teaching collaborations with colleagues in underrepresented nations professional development workshop (PDW) session', *2012 Academy of Management Conference*, 3<sup>rd</sup>-7<sup>th</sup> August 2012, Boston, United States.
- Ng, Y.L. & Tee, E.Y.J. (2012). A balancing act? How Malaysian leaders negotiate high power distance and collectivism: A review and research agenda. Paper presented at the 'Cross-cultural leadership practices across Asian, European, African, and North American economies professional development workshop (PDW) session' at the *2012 Academy of Management Conference*, 3<sup>rd</sup>-7<sup>th</sup> August 2012, Boston, United States.
- Tee, E.Y.J., Ng, Y.L. & Paulsen, N. (2012). To be one of us, you have to feel like one of us: How leaders' expressed emotions influence followers' perceptions of leader self-sacrifice intentions and effectiveness in a crisis situation. Paper presented at the *8<sup>th</sup> International Conference on Emotions and Worklife (EMONETXIII)*, 2<sup>nd</sup>-3<sup>rd</sup> July 2012, Helsinki, Finland.
- Tee, E.Y.J., Ashkanasy, N.M. & Paulsen, N. (2011). Upward emotional contagion and implications for leadership: From a cognitive, leader-centric approach to an affective, follower-centric model of leadership. Paper presented at the 'Advances in understanding the links of emotions and context' symposium, *2011 Society for Industrial and Organizational Psychology (SIOP) Conference*, 2<sup>nd</sup>-3<sup>rd</sup> July 2012, Chicago, United States.
- Tee, E.Y.J., Ashkanasy, N.M. & Paulsen, N. (2010). Perceptions and expressions of affect as follower-centric collective action. Paper presented at the *2010 Society for Industrial and Organizational Psychology (SIOP) Conference*, 8<sup>th</sup>-10<sup>th</sup> April 2010, Atlanta, United States (Poster Presentation).

- Tee, E.Y.J., Ashkanasy, N.M. & Paulsen, N. (2009).** Upward emotional contagion in leadership interactions: Examining followers' felt and expressed emotions and implications for the leader-follower relationship. Paper presented at the *4<sup>th</sup> Asia-Pacific Symposium on Emotions in Worklife (APSEW) Conference*, 27<sup>th</sup> November 2009, Brisbane, Australia (Poster Presentation).
- Dasborough, M.T., **Tee, E.Y.J.** & Ashkanasy, N.M. (2009). Emotion spirals: Upward, downward, and horizontal emotional contagion in the workplace. Paper presented at 'The impact of emotions in the leadership process: A follower-centric perspective' symposium, *69<sup>th</sup> Academy of Management (AoM) Conference*, 7<sup>th</sup>-11<sup>th</sup> August 2009, Chicago, United States.
- Tee, E.Y.J., Ashkanasy, N.M. & Paulsen, N. (2009).** A qualitative study of upward contagion: How followers influence leaders by expressions of emotions. Paper presented at the 'Emotions, leadership and performance' symposium, *8<sup>th</sup> Industrial and Organisational Psychology (IOP) Conference*, 25<sup>th</sup>-28<sup>th</sup> June 2009, Sydney, Australia.
- Tee, E.Y.J. & Ashkanasy, N.M. (2008).** Upward emotional contagion and implications for leadership. Paper presented at the *68<sup>th</sup> Academy of Management (AoM) Conference*, 8<sup>th</sup>-13<sup>th</sup> August 2008, Anaheim, United States.
- Tee, E.Y.J. & Ashkanasy, N.M. (2008).** A laboratory study of upward contagion: How followers influence leadership effectiveness. Paper presented at the *XXIX International Congress of Psychology 2008*, 20<sup>th</sup>-26<sup>th</sup> July 2008, Berlin, Germany (Poster Presentation).
- Tee, E.Y.J. & Ashkanasy, N.M. (2008).** Emotional contagion and susceptibility to affect: Implications for leadership. Paper presented at the *Emotion Pre-Conference to the Society for Personality and Social Psychology Annual Meeting 2008*, 2<sup>nd</sup> July 2008, Albuquerque, United States (Poster Presentation).
- Tee, E.Y.J. & Paulsen, N. (2007).** Social identity in teams and leadership: Enacting, promoting, and preserving identities through emotions. Paper presented at the *Australian and New Zealand Academy of Management (ANZAM) Conference 2007*, 4<sup>th</sup>-7<sup>th</sup> December 2007, Sydney, Australia.
- Tee, E.Y.J. & Ashkanasy, N.M. (2007).** Emotional contagion and susceptibility to affect: Implications for leadership. Paper presented at the *2<sup>nd</sup> Asia-Pacific Symposium on Emotions and Worklife*, 23<sup>rd</sup> November 2007, Brisbane, Australia (Poster Presentation).
- Tee, E.Y.J. & Ashkanasy, N.M. (2007).** Emotional contagion and susceptibility to affect: Implications for Leadership, presented at the *7<sup>th</sup> University of Queensland Symposium on Organisational Psychology*, Brisbane, Australia (Poster Presentation).
- Dasborough, M.T., Ashkanasy, N.M., **Tee, E.Y.J.** & Tse, H.H.M. (2007). A multi-level model of follower negative affect and its effect on organizational support for leaders. Paper presented at the *Jerry Hunt Festschrift 2007*, 11<sup>th</sup>-12<sup>th</sup> October 2007, Lubbock, United States.
- Tee, E.Y.J. & Ashkanasy, N.M. (2007).** Contagious followers: Upward emotional contagion and implications for leader mood and performance. Paper presented at the *67<sup>th</sup> Academy of Management (AOM) Conference*, 3<sup>rd</sup>-8<sup>th</sup> August 2007, Philadelphia, United States.
- Tee, E.Y.J. & Ashkanasy, N.M. (2007).** Can followers' mood states influence a leader's performance? A laboratory study of upward contagion. Paper presented at the 'When emotion is no longer

- (merely) feelings: The social role of emotion in organizations' showcase symposium, [67<sup>th</sup> Academy of Management \(AOM\) Conference](#), 3<sup>rd</sup>-8<sup>th</sup> August 2007, Philadelphia, United States.
- Tee, E.Y.J. & Ashkanasy, N.M. (2007). Follower mood and leader neuroticism: Implications for leadership performance. Paper presented at the [Industrial and Organizational Psychology \(IOP\) Conference 2007](#), 25<sup>th</sup>-29<sup>th</sup> September 2007, Adelaide, Australia.
- Tee, E.Y.J. & Ashkanasy, N.M. (2007). Neurotic leadership. Paper presented at the [2007 Society of Industrial and Organizational Psychology \(SIOP\) Conference](#), 27<sup>th</sup>-29<sup>th</sup> April 2007, New York, United States (Poster Presentation).
- Tee, E.Y.J. & Ashkanasy, N.M. (2006). Emotional contagion from followers to leaders, and its effect on leadership effectiveness and speed. Paper presented at the [Australian New Zealand Academy of Management \(ANZAM\) Conference 2006](#), 6<sup>th</sup>-9<sup>th</sup> December 2006, Rockhampton, Australia.

## Refereed Conference Presentations, Keynote and Plenaries: Regional (South-East Asia)

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- Tee, E.Y.J. (2025). Positive psychology beyond PERMA: Twelve Paths to a Flourishing Science and a Well-Lived Life. Keynote address at the [2025 Malaysian Psychology Student Assembly \(MAPSA\)](#), 10<sup>th</sup> May 2025.
- Tee, E.Y.J. (2019). Emotions across five levels of analysis: History and frontiers. Plenary presentation at the [7<sup>th</sup> ARUPS Congress: ASEAN Regional Union of Psychological Sciences](#) and [3<sup>rd</sup> Malaysian International Psychology Conference \(MIPC\)](#), 4<sup>th</sup> August 2019, Penang, Malaysia.
- Yee, A.W.Y. & Tee, E.Y.J. (2016). Walking in Hamlet's shoes: A qualitative study of how empathy shapes actors' experiences. Paper presented at the [5<sup>th</sup> Annual International Conference on Cognitive and Behavioral Psychology](#), 22<sup>nd</sup>-23<sup>rd</sup> February 2016, Singapore.
- Yeong, S.E. & Tee, E.Y.J. (2015). Exploring the paradoxical effects of valuing happiness with the role of performance-goal orientation as the moderator. Paper presented at the [5<sup>th</sup> ASEAN Regional Union of Psychological Societies \(ARUPS\) Conference](#), 25<sup>th</sup>-27<sup>th</sup> March 2015, Singapore (Poster Presentation).
- Tee, E.Y.J., Pang, S.J. & Tham, S. Y.N. (2013). Meditation, religion, and emotional intelligence: A snapshot of research from Malaysia. Paper presented at the 'Specificity of work philosophy and attitudes in South East Asia' symposium, [10<sup>th</sup> Biennial Conference of The Asian Association of Social Psychology](#), 20<sup>th</sup>-23<sup>rd</sup> August 2013, Yogyakarta, Indonesia.
- Tee, E.Y.J., Ng, Y.L. & Paulsen, N. (2013). The influence of leader emotional expressions on perceptions of leader self-sacrifice intentions: The moderating role of leader prototypicality and follower identification. Paper presented at the [10<sup>th</sup> Biennial Conference of The Asian Association of Social Psychology](#), 20<sup>th</sup>-23<sup>rd</sup> August 2013, Yogyakarta, Indonesia.
- Goh, V.W.Y. & Tee, E.Y.J. (2013). Choosing happiness: Breaking the shackles of freedom. Paper presented at the [10<sup>th</sup> Biennial Conference of The Asian Association of Social Psychology](#), 20<sup>th</sup>-23<sup>rd</sup> August 2013, Yogyakarta, Indonesia.
- Wong, T.Y.M. & Tee, E.Y.J. (2013). Proud of who I am: The role of authentic pride in adolescent's satisfaction with personal identity. Paper presented at the [10<sup>th</sup> Biennial Conference of The Asian Association of Social Psychology](#), 20<sup>th</sup>-23<sup>rd</sup> August 2013, Yogyakarta, Indonesia.
- Tee, E.Y.J. (2013). A review of emotions research in Malaysia. Plenary presentation at the [3<sup>rd</sup> Malaysian Psychology Conference \(MPC\)](#), 23<sup>rd</sup> November 2013, Ipoh, Malaysia.
- Pang, S.J. & Tee, E.Y.J. (2012). Isha Kriya: A simple but powerful meditation approach which enhances emotional intelligence and reduces perceived stress. Paper presented at the [2012](#)

- Southeast Asia Psychology (SEAP) Conference**, 26<sup>th</sup>-28<sup>th</sup> September 2012, Kota Kinabalu, Malaysia.
- Tee, E.Y.J.** (2012). Emotions in interpersonal and organizational interactions. Symposium chaired and presented at the **2012 Southeast Asia Psychology (SEAP) Conference**, 26<sup>th</sup>-28<sup>th</sup> September 2012, Kota Kinabalu, Malaysia.
- Wong, C.Y. & Tee, E.Y.J.** (2012). The effects of upward emotional contagion on leaders' mood in an electronic communication context. Paper presented at the **2012 Southeast Asia Psychology (SEAP) Conference**, 26<sup>th</sup>-28<sup>th</sup> September 2012, Kota Kinabalu, Malaysia.

## Conference Awards

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**Outstanding Reviewer, Organizational Behavior Division** – 2013 Academy of Management.

**Kuo-Shu Yang Award** – 2013 Asian Association of Social Psychology (Travel Grant) for **Tee, E.Y.J.**, Ng, Y.L., & Paulsen, N. (2013). The influence of leader emotional expressions on perceptions of leader self-sacrifice intentions: The moderating role of leader prototypicality and follower identification.

**Best Paper** – 2012 Southeast Asia Psychology (SEAP) Conference for Wong, C.Y. & **Tee, E.Y.J.** (2012). The effects of upward emotional contagion on leaders' mood in an electronic communication context.

**Carolyn Dexter Award for Best International-Oriented Professional Development Workshop (PDW)** – 2012 Academy of Management Conference for Ng, Y.L. & **Tee, E.Y.J.** (2012). A balancing act? How Malaysian leaders negotiate high power distance and collectivism: A review and research agenda, presented at the cross-cultural leadership practices across Asian, European, African, and North American Economies.

## Other Scholarly Contributions

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**Tee, E.Y.J. & Ashkanasy, N.M.** (2010). Change and stress management at HIA Australia, integrative case study written for Robbins, R.P., Judge, T., Millett, B. & Waters-Marsh, T. **Organisational Behaviour**, (6<sup>th</sup> ed.). Sydney: Pearson.

## Research Grants

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HELP University Internal Research Grant Starter Scheme (IRGS, RM5000 each):

- i. **Experiencing Ikigai as the Psychologically Rich Life: Situating Valued Experiences in the Well-being Literature** (Awarded 26<sup>th</sup> January 2024).
- ii. **From Hopelessness to Hopefulness: How Locus of Hope influences Migrant Worker Well-being and Affective Job Satisfaction**, with Lauren Chai Jia-Qi and TamilSelvan Ramis (Awarded 4th June 2021).
- iii. **Acting Together: The Role of Identity, Emotions, and Cultural Dimensions**, with Raja Intan Arifah binti Raja Reza Shah (Awarded 19th January 2021).
- iv. **A Cross-Cultural Study of Psychological Strengths that Facilitate Recovery, Growth, and Flourishing in the COVID-19 Health Crisis**, with Raja Intan Arifah binti Raja Reza Shah, Evone Phoo Yee Mun, and Ng Siew Li (Awarded 14th May 2020)
- v. **How Happy are Malaysians? An Exploratory Study and Validation of the Ryff Psychological Well-Being Measure in Malaysia**, with Raja Intan Arifah binti Raja Reza Shah and Koh Joe Chyi (Awarded 24th December 2018).



- vi. **Responding to Injustice – Perceptions and Emotions as Drivers of Collective Action**, with Elaine Frances Fernandez, TamilSelvan Ramis, and Neil Paulsen (Awarded 7th December 2017).
- vii. **Emotions and Collective Action: How do Compassion and Anger Motivate Responses to Transgressions of Human Rights?** with Elaine Frances Fernandez, TamilSelvan Ramis, Mariette Berndsen, and Emma Thomas (Awarded 5th December 2017).

University of Tsukuba Knowledge Application Program for Emergency Response to New Coronavirus for **International comparative study on psychological resilience in reducing "Corona fatigue"** (¥500,000), with Daichi Sugawara (Awarded 25<sup>th</sup> May 2020).

## Practice-Oriented Projects and Training

*I am a Human Resource Development Fund (HRDF) Certified Trainer (Certificate No. TTT/23094).*

*Part of my work involves engaging in research collaborations and practitioner-oriented projects with industry partners. This involves working with practitioners from both the private and not-for-profit sectors in identifying training need areas and subsequently, developing a series of hands-on and evidence-based approaches to enhance the client's personal and professional effectiveness. I have also been involved in writing executive reports, presenting actionable strategies for improving individual and team effectiveness.*

*A list of industry partners and clients I have collaborated with, both as part of training, research, and in a more consultative role, in order of recency, includes:*

- **Institut Sukan Negara (National Sports Institute Malaysia):** Mindfulness-Based Strengths Practice: Mindfully Using Character Strengths for Peak Performance. 3-hour training session for sports psychologists and 3-hour training session for national athletes and coaches (9<sup>th</sup> and 11<sup>th</sup> September 2025).
- **Pepperl+Fuchs Singapore:** Learning to be Optimistic: A Masterclass on Countering Thinking Traps and Cultivating Reasoned Optimism. 1-hour training webinar (17<sup>th</sup> December 2024)
- **ASMPPT Singapore:** Recognizing Your Character Strengths: A Masterclass on Recognizing, Using, and Celebrating the Best in You. 1-hour training webinar (11<sup>th</sup> October 2024)
- **SEPI-Nyawa:** Mindfulness-Based Strengths Practice (MBSP): A Friendly Introduction to Recognizing, Using, and Celebrating Your Character Strengths. 2-hour training session (5<sup>th</sup> October 2024)
- **Malaysian Society for Quality in Health (MSQH) and Aesculap Academy:** Improving Your Well-Being with Positive Psychology (20<sup>th</sup> April 2022) and Building a Resilient and Optimistic Mind (28<sup>th</sup> April 2022). 1.5-hour training webinar.
- **B.Braun and Aesculap Academy:** The Emotionally Intelligent Leader: (i) Self-awareness as the Foundation of Authentic Leadership (13<sup>th</sup> August 2021), (ii) Adaptive Approaches to Emotion Regulation (27<sup>th</sup> August 2021), (iii) Emotional Acuity and Empathy (17<sup>th</sup> September 2021), and (iv) The Emotions of Influence (1<sup>st</sup> October 2021). 1-hour training webinar series.
- **YTL Creative Communications:** Emotional Intelligence: A Friendly Introduction. 3-hour training session (20<sup>th</sup> January 2022); Using Character Strengths for Professional Growth. 3-hour training session (20<sup>th</sup> August 2021).
- **The Language Studio:** Stronger than You Think: Identifying and Celebrating Character Strengths (9<sup>th</sup> August 2021). 1-hour training webinar.
- **E2Open:** When Does Stress Become Burnout? Knowing the Difference, Building Resilience, and Designing Work for Well-Being (19<sup>th</sup> May 2021 & 9<sup>th</sup> July 2021). 1-hour training webinars.
- **PPB Group:** Emotional Intelligence for Resilient Minds (8<sup>th</sup> April 2021). 1.5-hour training webinar.
- **Lazada:** Listen to Your Heart: Tips for Being Emotionally Intelligent During Difficult Times (12<sup>th</sup> January 2021); From Being Hopeless to Hopeful: Positive Psychology at Work (20<sup>th</sup> April 2021); Giving and Delivering Feedback to Enhance Execution and Build Trust (27<sup>th</sup> April 2021); Building Trust in Organizations (18<sup>th</sup> May 2021). 1-hour training webinars.



- **Integrated Global Solutions (IGSB):** *Emotional Intelligence for Resilience Building* (7<sup>th</sup> August 2020). 2.5-hour training webinar.
- **JP Morgan:** *Leading with Emotional Intelligence* (5<sup>th</sup> March 2020). 1.5-hour training session.
- **Deleum Berhad:** *Getting to Grips with Mindfulness* (with Sandy Clarke, 25<sup>th</sup> May 2018) 1.5-hour training session.
- **New Zealand High Commission:** *2-Day Emotional Intelligence and Emotional Competencies Training Seminar* (2<sup>nd</sup> and 24<sup>th</sup> April 2018). 6-hour training session.
- **World Vision Malaysia:** *Building Psychological Resilience and Overcoming Stress* (with Dr Cameron Teoh, 5<sup>th</sup> May 2017). 2.5-hour training session.
- **Mitsui Sumitomo Insurance Group (MSIG):** *Emotional Intelligence for Personal and Professional Success* (7<sup>th</sup> June 2016). 6-hour training session.
- **Royal Canin:** *Being Rational about the Emotional* (2<sup>nd</sup> April 2016). 3-hour training session.
- **HELP University:** *Emotional Intelligence in the Workplace* (2013, 2014, 2015). 1-day training sessions.
- **Great Eastern Living:** *Building Resilience* (16<sup>th</sup> September 2013).
- **Housing Industry Association (HIA) Brisbane (Australia):** A study of leader-team member interactions and how emotions affect such interactions in an organizational context (July-September 2008).
- **Relationships Australia (Australia):** A study of leader-team member interactions and emotional exchanges within clinical counselling teams (April 2009).
- **Merrill Lynch Singapore:** A study of leader-team interactions in financial service teams (May-July 2009).
- **Queensland Health (Australia):** A study of team processes, identification, and reliable performance within both statewide and regional clinical networks (November 2008 – January 2009)

## Academic Administrative Roles

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*I have experience in the following academic and administrative roles:*

### **Ethics Review Board (ERB) Chairperson, Department of Psychology, HELP University (June 2025-present)**

- Chairperson for the ERB committee, assigned to oversee the monthly process of coordinating student ethics application submissions.
- Reviewer for the Department of Psychology's monthly ERB submissions.

### **Research Coordinator, Department of Psychology, HELP University (June 2014 – May 2022)**

- Research Coordinator for the Department of Psychology's 10 Research Centers; facilitating and building research centre connections with local, regional, and international research collaborators.
- Compiled, organized, and submitted research-related documentation for auditing by the Malaysian Ministry of Higher Education (MOHE) and MyRA/Setara ranking exercises.

### **Ethics Review Board (ERB) Committee Member, Department of Psychology, HELP University (June 2014 – May 2022; August 2024-May 2024)**

- Member of the ERB committee, assigned to review and ensure researcher compliance with ethical standards for undergraduate and postgraduate-level research.
- Reviewer for the Department of Psychology's monthly ERB submissions.
- Arbitrator for cases of ethical misconduct or non-compliance with research activities.

### **MPhil and PhD in Psychology Academic Board Member (October 2018 – March 2021)**

- Member of the MPhil/PhD academic board, assigned to advise on postgraduate-level supervision, policies, and processes.

- Developed grading and assessment criteria for MPhil and PhD candidates.
- Wrote the Department of Psychology's official Research Supervisor Handbook.

#### **Departmental Assessment Investigative Committee/Board of Investigation (DAIC/BI) and Thesis Extension Review Committee, Department of Psychology, HELP University (January 2018 – May 2022)**

- Member of the DAIC (Board of Investigation, BI as of 2021), assigned to review and conduct investigations on students suspected of academic misconduct on submitted graded assessments.
- Member of the Thesis Extension Review committee, assigned to review and assess extension requests from students completing their undergraduate theses.

#### **Curriculum Review for Psychology Core Team Member, Department of Psychology, HELP University (May 2017 – June 2019)**

- Member of a core team of five senior academics assigned to conduct an in-depth review of the Bachelor of Psychology undergraduate program. The team and I worked to recommend changes based on (i) an in-depth syllabus review, (ii) comparisons with international psychology programs and curricula, and (iii) input from industry partners.
- Advised changes to core and elective subjects in the Bachelor of Psychology undergraduate program, aligning learning outcomes, graduate attributes, and transferable skills with current and projected industry demand.
- Designed and lectured for Contextual Intelligence, a new course introduced as part of the curriculum review.

#### **Course Development and Curriculum Contributions, Department of Psychology, HELP University (Jan 2012 – January 2020)**

- Designed and introduced PSY100 (Contextual Intelligence) as a core module in the Bachelor of Psychology (Hons.) program in August 2019. The subject is a new addition to the program's revised curriculum following the department's curriculum review for its Bachelor of Psychology program. The subject's materials were refined in January 2020 and was part of the curriculum until December 2024.
- Designed and introduced PSY223 (Understanding and Managing Emotions) as an elective module in the Bachelor of Psychology (Hons.) program in January 2012. The subject was subsequently converted into a core subject from 2017 to 2024.
- Designed and introduced PSY231 (Evolutionary Psychology) as an elective module in the Bachelor of Psychology (Hons.) program in August 2014.
- Designed and introduced PSY232 (Positive Psychology) as an elective module in the Bachelor of Psychology (Hons.) program in August 2019.

#### **Bachelor of Science in Psychology Programme Development Committee (PDC), Perdana University (August 2021 – January 2022)**

- Advised on curriculum design and course mapping for Perdana University's Bachelor of Science in Psychology programme.
- Prepared relevant Malaysian Qualifications Agency (MQA) documentation for select courses for the programme.

#### **External Assessor, Master and PhD of Science in Psychology, Sunway University (Ad-hoc)**

- External assessor for Master and PhD of Science in Psychology candidates, on research areas focusing on emotion and emotion-related processes.

### **Professional Memberships**

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- Academy of Management (AoM) (Academic Member) (2007 – present) (ID: 73587)

- International Society for Research on Emotion (ISRE) (Full Membership) (2013-present)
- International Association of Applied Psychology (IAAP) (Member) (2015-present) (ID: 3924)
- Asian Association of Social Psychology (AASP) (Member) (2013-present)
- International Positive Psychology Association (IPPA) (Member) (2021-present) (ID: 32921)
- American Psychological Association (APA) (Member) (2024-present) (Membership ID: C2304761209)

## Professional Engagements and External Collaborations

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### Contributor, Golden Mean Inventory (GMI) Development (February 2025 – April 2025)

- Collaborated with the VIA team to review and provide feedback on the development of the Golden Mean Inventory (GMI), a new measure of optimal use of character strengths.

### Collaborator, Mindfulness-Based Strengths Practice (MBSP)-Spirit (September 2025 – October 2025)

- Invited participant in a group of certified MBSP practitioners to co-develop and workshop ideas for the new MBSP-Spirit program.

## Scholarships Awarded

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- University of Queensland Research Scholarship 2007-2008 (AU\$20,007 per annum)
- University of Queensland Special Graduate School Scholarship May 2007 – August 2008 (AU\$751.88 per fortnight)
- University of Queensland Business, Economics and Law Faculty Scholarship 2006 (AU\$19,200)

## Science Communication; Public Engagement with Psychological Science

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### Emotivity.my

*As part of my personal initiative toward knowledge sharing and dissemination of scientific findings, I founded and continue to write for my website, Emotivity ([www.emotivity.my](http://www.emotivity.my)), a web portal featuring a diverse array of content on the scientific study of emotions and positive psychology. All content on the website is presented in a manner accessible to a general readership, and features (i) emotions and positive psychology science articles, along with resources for more academic audiences, namely (ii) learning activities and materials, (iii) a glossary of terms, and (iv) links to my books.*

### Books

*I am also actively engaged in communicating knowledge from psychological research to the public audience via print and mass media. I have authored and/or co-authored 4 books, all of which have been sold through major regional retailers such as MPH, Popular, and Books Kinokuniya.*

- **The Science of Flourishing: What Psychological Research Tells Us About Living Well** (forthcoming, 2026). Sunway University Press. (Foreword by Jana Dawson).
- **The Tyranny of Speed: Reclaiming Our Time in a Hurried World** (2025), with Sandy Clarke. Sunway University Press. (Foreword by Professor Alvin Ng Lai Oon) Link: <https://sunwayuniversity.edu.my/press/books/tyranny-of-speed>
- **Deep Feelings: Visualizing Human Emotion in the Age of Algorithms**. Self-published eBook. Link: <https://bit.ly/DeepFeelingsEmotivity>

- **The Science of Feelings: What Psychological Research Tells Us About Our Emotions (Revised Edition).** Sunway University Press. ISBN: 978-629-7646-15-2. Link: <https://sunwayuniversity.edu.my/press/books/science-of-feelings-revised-edition>. The revised edition was officially launched at the inaugural Putrajaya Festival of Ideas on 27<sup>th</sup> November 2024 by the Malaysian Ministry of Higher Education.
- **The Science of Feelings: What Psychological Research Tells Us About Our Emotions** (2021). Sunway University Press. ISBN: 978-967-5492-21-1. Link: <https://press.sunway.edu.my/books/science-of-feelings>. *Selected as one of the 50 Best Malaysian Titles for International Rights 2021/2022 by the National Book Council of Malaysia, Ministry of Education.* <https://frankfurtrights.com/Books/Details/the-science-of-feelings-18936366> (Foreword by Professor Allan Bernardo)
- **Mindfulness and Emotions: Understanding Your Mind and the Benefits of Being Present** (2019), with Sandy Clarke. MPH Publishing. ISBN: 978-967-415-510-0. This book is also available on Amazon Kindle at <http://bit.ly/Mindfulness-Emotions-US> (Foreword by Ajahn Brahmali & Dr Keng Shian-Ling)
- **Of Bromances and Biting Cute Babies: Questions about Emotions You (Probably) Never Thought of Asking** (2018), with Tsee Leng Choy, PhD. Inspiration Hub. ISBN: 978-967-0730-30-1. Link: <https://www.theinspirationhub.com/books/of-bromances-and-cute-biting-babies> (Foreword by Professor Neal Ashkanasy & Professor John Connolly)

### Popular Press Articles and Mentions

- The Life Well Lived is a Life Worth Experiencing, **MAPP Magazine**, 10<sup>th</sup> July 2024. Available at: <https://www.mappmagazine.com/articles/a-life-worth-experiencing>
- Positive Psychology Can Help Us Live Authentically Happy Lives, **The Star**, 9<sup>th</sup> Aug 2022. Available at: <https://www.thestar.com.my/lifestyle/living/sunny-side-up/2022/08/09/positive-psychology-can-help-us-live-authentically-happy-lives>
- Science of Psychology and Cultivating Resilience. **The Star Metro**, 5<sup>th</sup> October 2021. Available at: <https://www.thestar.com.my/metro/metro-news/2021/10/05/science-of-psychology-and-cultivating-resilience>
- Youth Well-being: Addressing the Health and Mental Health Challenges during the Pandemic. **Merdeka Center for Opinion Research**, 16<sup>th</sup> July 2021.
- Positive Psychology: Harnessing the Good and Right in People, **Leaderonomics**, 12<sup>th</sup> April 2020. Available at: <https://www.leaderonomics.com/articles/business/positive-psychology-harness-good-people>
- Love at Work: On Loving Your Colleagues, Having a Work Spouse, and Managing Office Romances, **Leaderonomics**, 13<sup>th</sup> February 2020. Available at: <https://www.leaderonomics.com/articles/leadership/love-at-work-on-loving-your-colleagues-having-a-work-spouse-and-managing-office-romances>
- Blinded by Unawareness: Why We're Not as Self-Aware as We Think Ourselves to Be, **Leaderonomics**, 3<sup>rd</sup> December 2019. Available at: <https://www.leaderonomics.com/articles/personal/blind-by-unawareness>
- Crisis Communication: The Good, the Bad, and the Ugly, **Leaderonomics**, 10<sup>th</sup> September 2019. Available at: <https://www.leaderonomics.com/articles/business/crisis-communication-the-good-the-bad-and-the-ugly>
- Stressing on Stress. **Malaysia Tatler**, October 2018 issue.
- Ways to Reduce Stress at Work (co-authored with Sandy Clarke). **Leaderonomics**, 5<sup>th</sup> October 2018. Available at: <https://www.leaderonomics.com/articles/leadership/3-techniques-to-reduce-stress-at-work>
- What's Your Persuasion Style? Influencing through Dominance and Prestige. **The Star**, 25<sup>th</sup> August 2018. Available at: <https://www.leaderonomics.com/articles/leadership/the-elements-of-persuasion-dominance-prestige>

- The Quality, not Quantity, of Your Relationships Matter (co-authored with Sandy Clarke). *The Star*, 4<sup>th</sup> August 2018. Available at: <https://www.leaderonomics.com/articles/personal/the-quality-not-quantity-of-relationships-matter>
- How to Overcome Negative Emotions in 4 Simple Steps (co-authored with Sandy Clarke). *The Star*, 28<sup>th</sup> July 2018. Available at: <https://www.leaderonomics.com/articles/personal/how-to-overcome-negative-emotions-in-4-simple-steps>
- Here are 3 Ways to Strengthen Your Focus (co-authored with Sandy Clarke). *The Star*, 23<sup>rd</sup> June 2018. Available at: <https://www.leaderonomics.com/articles/leadership/3-ways-to-strengthen-focus>
- How Mindfulness Helps Us Ride Emotional Storms (co-authored with Sandy Clarke). *The Star*, 12<sup>th</sup> May 2018. Available at: <https://www.leaderonomics.com/articles/leadership/mindfulness-emotional-storms>
- The Pitfalls of Servant Leadership. *The Star*, 31<sup>st</sup> March 2018. Available at: <https://www.leaderonomics.com/articles/leadership/the-pitfalls-of-servant-leadership>
- Raising Kids to Have Grit. *The Star*, 15<sup>th</sup> October 2017. Available at: <https://www.thestar.com.my/news/education/2017/10/15/raising-kids-to-have-grit/>
- The Road to Hell is Paved with Good Intentions (and Lies to Oneself). *Leaderonomics*, 27<sup>th</sup> May 2017. Available at: <https://www.leaderonomics.com/articles/functional/disengagement-unethical-leadership>
- How Brain Science Can Help Leaders Procrastinate Less (co-authored with Choy Tsee Leng). *Leaderonomics*, *The Star*, 18<sup>th</sup> March 2017. Available at: <https://www.leaderonomics.com/articles/leadership/neuroscience-leaders-procrastinate>
- The Anatomy of Failure. *Leaderonomics*, 1<sup>st</sup> October 2016. Available at: <https://www.leaderonomics.com/articles/leadership/the-anatomy-of-failure>
- And Best Leadership Style Award Goes to... (co-authored with Ng Yin Lu). *Leaderonomics*, *The Star*, 20<sup>th</sup> August 2016. Available at: <https://www.leaderonomics.com/articles/leadership/best-leadership-style-award>
- Enough about Leaders, What About Followers? *Leaderonomics*, 12<sup>th</sup> July 2016. Available at: <https://www.leaderonomics.com/articles/leadership/what-about-followers>
- Are You Being Kind to Yourself? (co-authored with Sandy Clarke). *Leaderonomics*, 9<sup>th</sup> July 2016. Available at: <https://www.leaderonomics.com/articles/personal/importance-of-kindness-to-yourself>
- How You Can Partner with Stress to Build Your Own Resilience (co-authored with James Yeow). *Leaderonomics*, 14<sup>th</sup> May 2016. Available at: <https://www.leaderonomics.com/articles/leadership/stress-isnt-harmful-after-all>
- Why You Should be Rational about the Emotional when Making Decisions. *Leaderonomics*, 24<sup>th</sup> March 2016. Available at: <https://www.leaderonomics.com/articles/personal/rational-about-emotional>
- The Social Glue that Makes or Breaks Teams: Should We Really Leave Our Emotions at the Door? *Leaderonomics*, 15<sup>th</sup> October 2015. Available at: <https://www.leaderonomics.com/articles/personal/leaving-emotions-at-the-door>

My articles for *Leaderonomics* can be viewed here: [https://www.leaderonomics.com/author/eugene\\_tee](https://www.leaderonomics.com/author/eugene_tee)

## Media

*I am a regular contributor to BFM, an independent radio station based in Malaysia, and have been interviewed on a wide range of psychology-related topics on other platforms.*

Interview recordings are available on: <https://anchor.fm/emotivity-podcast> and <https://open.spotify.com/show/3ECghernUzR3fNGIDB12TW>



- What the World Happiness Report says about us. On *Top 5 at 5 BFM89.9*, first aired 15<sup>th</sup> May 2025. Podcast available at: <https://www.bfm.my/content/podcast/what-the-world-happiness-report-says-about-us>
- The Language of Heroes. On *Being Human*, first aired 20<sup>th</sup> March 2025. Podcast available at: <https://open.spotify.com/episode/7wMV89vq4JEmucr5G1wDzs>
- Discover your strengths (in conversation with Dr. Eugene Tee). On *Mindful Minutes*, first aired 5<sup>th</sup> February 2025. Podcast available at: <https://open.spotify.com/episode/7E77WmiQmw0pfPS1WwRROT?si=tk7MUGo8RqufP8675C5cGA>
- Why we should learn to take a pause (with Sandy Clarke). On *Today I Learned BFM89.9*, first aired 25<sup>th</sup> November 2024. Podcast available at: <https://www.bfm.my/podcast/the-bigger-picture/today-i-learned/why-we-should-learn-to-take-a-pause>
- Why do we love health hacks – even if they're wacky. On *The Bigger Picture BFM89.9*, first aired 5<sup>th</sup> July 2024. Podcast available at: <https://www.bfm.my/podcast/bigger-picture/health-and-living/doctor-in-the-house-why-do-we-love-health-hacks-even-if-they-wacky>
- The importance of hope. On *The Bigger Picture BFM89.9*, first aired 6<sup>th</sup> May 2024. Podcast available at: <https://bfm.my/podcast/bigger-picture/today-i-learned/the-importance-of-hope>
- Is Malaysia happy? On *The Bigger Picture BFM89.9*, first aired 18<sup>th</sup> March 2024. Podcast available at: <https://www.bfm.my/podcast/bigger-picture/today-i-learned/is-malaysia-happy>
- What's your personality? On *The Bigger Picture BFM89.9*, first aired 22<sup>nd</sup> January 2024. Podcast available at: <https://bfm.my/podcast/bigger-picture/today-i-learned/whats-your-personality>
- Ikigai: How to discover what gives your life meaning. On *The Bigger Picture BFM89.9*, first aired 23<sup>rd</sup> October 2023. Podcast available at: <https://www.bfm.my/podcast/bigger-picture/today-i-learned/ikigai-how-to-discover-what-gives-your-life-meaning>
- Why do I get angry? On *The Bigger Picture BFM89.9*, first aired 26<sup>th</sup> June 2023. Podcast available at: <https://www.bfm.my/podcast/bigger-picture/today-i-learned/why-do-i-get-angry>
- The power of knowing yourself: What is self-awareness? On *The Bigger Picture BFM89.9*, first aired 13<sup>th</sup> March 2023. Podcast available at: <https://www.bfm.my/podcast/bigger-picture/today-i-learned/the-power-of-knowing-yourself-what-is-self-awareness>
- Anatomy of failure. On *The Bigger Picture BFM89.9*, first aired 3<sup>rd</sup> January 2023. Podcast available at: <https://www.bfm.my/podcast/bigger-picture/today-i-learned/anatomy-of-failure>
- Setting New Year's resolutions the right way. On *The Bigger Picture BFM89.9*, first aired 6<sup>th</sup> December 2022. Podcast available at: <https://www.bfm.my/podcast/bigger-picture/today-i-learned/setting-new-years-resolutions-the-right-way>
- Bullying does not belong in the workplace. On *Health and Living BFM89.9*, first aired 26<sup>th</sup> August 2022. Podcast available at: <https://www.bfm.my/podcast/bigger-picture/health-and-living/doctor-in-the-house-bullying-does-not-belong-in-the-workplace>
- Dr Eugene: A life that harmonises inner & outer self. On *The Bigger Picture BFM89.9*, first aired 27<sup>th</sup> June 2022. Podcast available at: <https://www.bfm.my/podcast/bigger-picture/redefining-success/dr-eugene-a-life-that-harmonises-inner-and-outer-self>
- Can money buy happiness? On *The Bigger Picture BFM89.9*, first aired 31<sup>st</sup> May 2022. Podcast available at: <https://www.bfm.my/podcast/bigger-picture/today-i-learned/can-money-buy-happiness>
- Red Flag! Calling work a family isn't a good thing. On *Enterprise Biz Bytes BFM89.9*, first aired 25<sup>th</sup> February 2022. Podcast available at: <https://www.bfm.my/podcast/enterprise/enterprise-biz-bytes/red-flag-calling-work-a-family-isnt-a-good-thing>
- The psychology of workaholism. On *Enterprise Biz Bytes BFM89.9*, first aired 9<sup>th</sup> February 2022. Podcast available at: <https://www.bfm.my/podcast/enterprise/enterprise-biz-bytes/the-psychology-of-workaholism>
- MySejahtera adding mental health tools (with Sandy Clarke). On *Enterprise Biz Bytes BFM89.9*, first aired 25<sup>th</sup> October 2021. Podcast available at:



<https://bfm.my/podcast/enterprise/enterprise-biz-bytes/ent-bb-mysejahtera-mental-health-tools>

- Doomscrolling: mental health, Malaysian politics, and the pandemic. On *Enterprise Biz Bytes BFM89.9*, first aired 20<sup>th</sup> August 2021. Podcast available at: <https://bfm.my/podcast/enterprise/enterprise-biz-bytes/ent-bb-doomscrolling-malaysian-politics-mental-health-pandemic>
- Who are the world's unhappiest employees? On *Enterprise Biz Bytes BFM89.9*, first aired 18<sup>th</sup> June 2021. Podcast available at: <https://www.bfm.my/podcast/enterprise/enterprise-biz-bytes/ent-bb-worlds-unhappiest-employees>
- Introverts: Antisocial or misunderstood? On *Today I Learned BFM89.9*, first aired 1<sup>st</sup> June 2021. Podcast available at: <https://www.bfm.my/podcast/the-bigger-picture/today-i-learned/introverts-antisocial-or-misunderstood>
- Work stress may be changing your personality. On *Enterprise Biz Bytes BFM89.9*, first aired 26<sup>th</sup> April 2021. Podcast available at: <https://www.bfm.my/podcast/enterprise/enterprise-biz-bytes/ent-bb-work-stress-personality-change>
- The relationship between friends and success. On *Enterprise Biz Bytes BFM89.9*, first aired 30<sup>th</sup> March 2021. Podcast available at: <https://bfm.my/podcast/enterprise/enterprise-biz-bytes/ent-bb-relationship-friends-success>
- The toy industry proves escapism sells. On *Enterprise Biz Bytes BFM89.9*, first aired 26<sup>th</sup> February 2021. Podcast available at: <https://www.bfm.my/podcast/enterprise/enterprise-biz-bytes/ent-bb-escapism-sellsmany-people-have-been-frustrated-stressed-and-worried-throughout-the-pandemi>
- Why you miss casual friends and people you barely knew. On *The Daily Digest BFM89.9*, first aired 8<sup>th</sup> February 2021. Podcast available at: <https://www.bfm.my/podcast/the-bigger-picture/the-daily-digest/why-you-miss-casual-friends-and-people-you-barely-knew>
- Should making money be a 2021 goal? On *Enterprise Biz Bytes BFM89.9*, first aired 7<sup>th</sup> January 2021. Podcast available at: <https://www.bfm.my/podcast/enterprise/enterprise-biz-bytes/ent-bb-making-money-2021-goal>
- Retail familiarity is key during a pandemic. On *Enterprise Biz Bytes BFM89.9*, first aired 30<sup>th</sup> November 2020. Podcast available at: <https://www.bfm.my/podcast/enterprise/enterprise-biz-bytes/ent-bb-retail-familiarity-pandemic>
- Have you been doomscrolling? (And how to stop). On *The Daily Digest BFM89.9*, first aired 6<sup>th</sup> November 2020. Podcast available at: <https://bfm.my/podcast/the-bigger-picture/the-daily-digest/have-you-been-doomscrolling-and-how-to-stop>
- Trump's diagnosis trumps civility. On *The Daily Digest BFM89.9*, first aired 5<sup>th</sup> October 2020. Podcast available at: <https://www.bfm.my/podcast/the-bigger-picture/the-daily-digest/trumps-diagnosis-trumps-civility>
- Your most productive hour, according to science. On *Enterprise Biz Bytes BFM89.9*, first aired 22<sup>nd</sup> September 2020. Podcast available at: <https://bfm.my/podcast/enterprise/enterprise-biz-bytes/ent-bb-most-productive-hour-science>
- It doesn't mean I'm lonely when I'm alone. On *The Daily Digest, BFM89.9*, first aired 27<sup>th</sup> August 2020. Podcast available at: <https://www.bfm.my/podcast/the-bigger-picture/the-daily-digest/it-doesnt-mean-im-lonely-when-im-alone>
- Will we see a third COVID-19 wave? On *The Bigger Picture, BFM89.9*, first aired 7<sup>th</sup> August 2020. Podcast available at: <https://www.bfm.my/podcast/the-bigger-picture/health-and-living/doctor-in-the-house-will-we-see-a-third-covid-19-wave>
- Touch me (not): The effects of touch deprivation AKA "skin hunger." On *The Bigger Picture, BFM89.9*, first aired 24<sup>th</sup> April 2020. Podcast available at: <https://www.bfm.my/podcast/the-bigger-picture/the-daily-digest/effects-of-touch-deprivation-skin-hunger>
- On dealing with stress during the MCO, *Star Property*. Available at: <https://www.facebook.com/watch/?v=566550657304417>
- It's OK to be unproductive. On *Evening Edition BFM 89.9*, first aired 2<sup>nd</sup> April 2020. Podcast available at: <https://www.bfm.my/podcast/evening-edition/evening-edition/its-ok-to-be-unproductive>

- Dealing with fear and panic during an outbreak, on *The Daily Digest* **BFM89.9**, first aired 10<sup>th</sup> February 2020. Podcast available at: <https://bfm.my/podcast/the-bigger-picture/the-daily-digest/dealing-with-fear-and-panic-during-an-outbreak>
- Are our sick leaves working? On *Evening Edition*, **BFM89.9**, first aired 3<sup>rd</sup> February 2020. Podcast available at: <https://bfm.my/podcast/evening-edition/evening-edition/popek-popek-are-our-sick-leaves-working>
- Dealing with the office bully. On *Evening Edition*, **BFM89.9**, first aired 7<sup>th</sup> January 2020. Podcast available at: <https://www.bfm.my/podcast/evening-edition/evening-edition/popek-popek-dealing-with-the-office-bully>
- Have a good cry. On *The Daily Digest*, **BFM89.9**, first aired 21<sup>st</sup> August 2019. Podcast available at: <https://www.bfm.my/podcast/the-bigger-picture/the-daily-digest/have-a-good-cry>
- Impurrfect expressions on *The Bigger Picture*, **BFM89.9**, first aired 25<sup>th</sup> July 2019. Podcast available at: <https://www.bfm.my/podcast/the-bigger-picture/the-daily-digest/impurrfect-expressions>
- Would you talk to strangers? On *The Bigger Picture*, **BFM89.9**, first aired 19<sup>th</sup> June 2019. Podcast available at: <https://www.bfm.my/podcast/the-bigger-picture/the-daily-digest/would-you-talk-to-strangers>
- Living alone and loneliness. On *The Bigger Picture*, **BFM89.9**, first aired 8<sup>th</sup> May 2019. Podcast available at: <https://www.bfm.my/podcast/the-bigger-picture/the-daily-digest/dd-living-alone-loneliness>
- Mindfulness and emotions. On *Raise Your Game*, **BFM89.9**, first aired 15<sup>th</sup> April 2019. Podcast available at: <https://www.bfm.my/podcast/enterprise/raise-your-game/ent-ofb-midfulness-and-emotions>
- Unhappy Malaysians. On **BFM89.9**, first aired 25<sup>th</sup> March 2019. Podcast available at: <https://www.bfm.my/unhappy-malaysians.html>
- Late bloomers can be more successful. On *Evening Edition*, **BFM89.9**, first aired 25<sup>th</sup> February 2019. Podcast available at: <https://www.bfm.my/late-bloomers-can-be-more-successful.html>
- Enmeshment, blackmail, gaslighting. On *Night School*, **BFM89.9**, first aired 11<sup>th</sup> October 2018. Podcast available at: <https://www.bfm.my/night-school-enmeshment-blackmail-gaslighting.html>
- Emotional literacy. On *Night School*, **BFM89.9**, first aired 20<sup>th</sup> September 2018. Podcast available at: <https://www.bfm.my/night-school-emotional-literacy>
- Positivity in negative feedback. On *Evening Edition*, **BFM89.9**, first aired 24<sup>th</sup> April 2018. Podcast available at: <https://www.bfm.my/positivity-in-negative-feedback.html>
- How well do you know you? On *Evening Edition*, **BFM89.9**, first aired 13<sup>th</sup> April 2018. Podcast available at: <https://www.bfm.my/how-well-do-you-know-you.html>
- Why me? (Minor Blues #1). On *Night School*, **BFM89.9**, first aired 15<sup>th</sup> March 2018. Podcast available at: <https://www.bfm.my/night-school-why-me-self-pity-minor-blues-ep1.html>
- Developmental psychology and social-emotional learning (with Sybella Ng). On *Night School*, **BFM89.9**, first aired 8<sup>th</sup> March 2018. Podcast available at: <https://www.bfm.my/night-school-developmental-psychology-socio-emotional-learning.html>
- I.Hate.People. On *Evening Edition*, **BFM 89.9**, first aired 2<sup>nd</sup> March 2018. Podcast available at: <https://www.bfm.my/i-hate-people>
- Positive negatives (with Sandy Clarke). On *Night School*, **BFM 89.9**, first aired 2<sup>nd</sup> November 2017. Podcast available at: <https://www.bfm.my/night-school-positive-negatives.html>
- On mindfulness (with Sandy Clarke). On *Night School*, **BFM 89.9**, first aired 15<sup>th</sup> June, 2017. Podcast available at: <http://www.bfm.my/night-school-on-mindfulness-sandy-clarke-eugene-tee.html>
- The tolls of service with a smile. On *The Evening Edition*, **BFM 89.9**, first aired 20<sup>th</sup> March, 2017. Podcast available at: <http://www.bfm.my/the-tolls-of-service-with-a-smile.html>
- Why men don't open up on *Bella Mars*, NTV7, 2<sup>nd</sup> December 2015.
- Breaking an addiction on *The Bigger Picture*, **BFM89.9**, first aired 21<sup>st</sup> October, 2013.
- Why we hate our jobs on *The Bigger Picture*, **BFM89.9**, first aired 22<sup>nd</sup> October, 2012.
- Functions of emotions on *The Bigger Picture*, **BFM89.9**, first aired 14<sup>th</sup> September, 2012.

- Emotions in the workplace on *The Bigger Picture*, **BFM89.9**, first aired 1<sup>st</sup> March, 2012.

\* Note: Interviews hosted on the source page may, in some instances, no longer be available.

## Talks, Workshops, and Miscellaneous Public Engagements

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*Pro-bono talks, free and paid public workshops constitute part of my social responsibility as an academic, researcher, and science communicator. A list of educational and not-for-profit clients I have previously collaborated with, in order of recency, includes:*

- **American Chemical Society Malaysia Chapter:** *Living More Fully, More Intentionally: Reflections from The Tyranny of Speed* (16<sup>th</sup> August 2025)
- **MPH x Sunway University:** *Being Human in a Hurried World* (Book Talk and Signing; 3<sup>rd</sup> August 2025)
- **ThinkCity:** *Emotionally Intelligent Placemaking* (22<sup>nd</sup> May 2025)
- **EdgeProp.my YouthFest:** *Stress in the City: Reclaiming Calm in Urban Chaos* (19<sup>th</sup> April 2025)
- **VIA Institute on Character:** *Discover the Practice of Helping People Show Up with Strength, Every Day.* (16<sup>th</sup> April 2025). Webinar available at: <https://www.youtube.com/watch?v=bFpAm4f-50w&feature=youtu.be>
- **Sunway University:** *An Introduction to Mindfulness-Based Strengths Practice (MBSP)* (6<sup>th</sup> March 2025).
- **Department of Psychology, HELP University:** *8-week Mindfulness-Based Strengths Practice (MBSP)* (29<sup>th</sup> May to 10<sup>th</sup> July 2024); (30<sup>th</sup> August to 18<sup>th</sup> October 2024) (17<sup>th</sup> January to 14<sup>th</sup> March 2025)
- **Sunway University Counselling Division:** *An Introduction to Mindfulness-Based Strengths Practice (MBSP)* (6<sup>th</sup> June 2024).
- **The Pillars:** *Stand Up for Your Mental Health: Mental Health in Men* (26<sup>th</sup> November 2023); *From Floundering to Thriving* (16<sup>th</sup> September 2023)
- **SEED Connections:** *Promoting Resilience and Coping Skills for Caregivers* (28<sup>th</sup> October 2023)
- **Nyawa:** *Healing: A Journey for the Self* (7<sup>th</sup> October 2023)
- **Tsinghua University Positive Psychology Research Center:** *Positive Psychology Global Massive Open Online Course (GMOOC)* (7<sup>th</sup> – 19<sup>th</sup> April 2023) (Mentoring Role)
- **RELATE Malaysia:** *The Lazy Person's Guide to Time Management* (2<sup>nd</sup> February 2023)
- **Dalian Maritime University:** *An Introduction to Positive Psychology* (25<sup>th</sup> November 2022); *Emotions Across Five Levels of Analysis: History and Research Frontiers Research Incubator* (23<sup>rd</sup> November 2021)
- **TEDx HELP University:** *The Language of Heroes* (13<sup>th</sup> August 2022). Recording available at: <https://www.youtube.com/watch?v=iiyjwklFYV0>
- **Malaysian Students Global Alliance (MSGA) Global Leadership Camp 2022:** *Self-awareness and Sustaining Positive Emotions* (30<sup>th</sup> July 2022).
- **The Association of Private Hospitals Malaysia (APHM) International Healthcare Conference and Exhibition Conference:** *Leading from Within: Self-awareness and Positive Influence* (2<sup>nd</sup> June 2022). Weblink: <https://aphmconferences.com/speakers-2022/speaker-dr-eugene-yu-jin-tee/>
- **Higher Education Leadership Summit (A-HEALS):** *Emotionally Intelligent Leadership that Empowers, Moves Culture, and Creates Engagement.* (16<sup>th</sup> February 2022). Weblink: <https://t.co/QG6Up3xCYQ>
- **University of Malaya-Wales x PsychademiX:** *Emotion Regulation and Dysregulation* (27<sup>th</sup> October 2021).
- **Rizing (MY):** *Five Things We Learnt about Mental Health from the MCO Period* (10<sup>th</sup> September 2020).
- **ServerDNA V:** *The Transformative Power of Video Games* (13<sup>th</sup> June 2020)
- **HELP Matriculation Center:** *A Friendly Introduction to Mindfulness* (19<sup>th</sup> February 2020)

- **Malaysian Association of Certified Coaches (MACC):** *The Emotionally Intelligent Coach: Cultivating Trainee Skills and Strengths for Personal and Professional Success* (27<sup>th</sup> April 2019; Roundtable Session)
- **HELP University x Introvert's Club:** *Quiet: The Power of Introverts in a World that Cannot Stop Talking* (31<sup>st</sup> October 2018); *Introverts vs. Extroverts: Physiology and Management* (19<sup>th</sup> January 2018)
- **International Conference on Existential-Humanistic Psychology:** *Post-traumatic Growth: Overcoming Grief and Loss with Mindfulness* (22<sup>nd</sup> July 2018)
- **Taylor's University:** *This is Your Brain in Love* (22<sup>nd</sup> November 2017); *Hollywood has Hijacked Love and It's Time to Take it Back!* (28<sup>th</sup> April 2017)
- **HELP University Practical Mindfulness Workshops (with Sandy Clarke):** *What is Mindfulness* (8<sup>th</sup> September 2017); *The Positivity of Negativity* (15<sup>th</sup> September 2017); *The Pursuit of Happiness* (6<sup>th</sup> October 2017); *Mindfulness and Positive Psychology* (20<sup>th</sup> October 2017); *Mindfulness and Relationships* (17<sup>th</sup> November 2017)
- **Petronas ICT:** *Better Minds for Better Health: Using Health Psychology to Manage Stress* (with Dr Choy Tsee Leng, 11<sup>th</sup> October 2017)
- **Cosmotots-iqd:** *Managing Emotions for Parents: Mindfulness and Self-Compassion for Busy Moms and Dads* (30<sup>th</sup> September 2017)
- **Kein Hing Industry Sdn. Bhd:** *Being a Mindful Parent* (24<sup>th</sup> February 2017)
- **HELP International School:** *Beating the Exam Blues and Being Kind to Yourself* (10<sup>th</sup> February 2017)
- **Malaysian Accounting Students Convention 2017 @ University of Malaya:** *Emotional Intelligence: The Missing Puzzle of Success* (20<sup>th</sup> January 2017)
- **HELP University Demystifying the Psychology of Mindfulness Workshops (with Sandy Clarke)** (21<sup>st</sup> September 2016; 12<sup>th</sup> October 2016; 11<sup>th</sup> November 2015; 16<sup>th</sup> November 2016)
- **HELP University Center for Counseling and Psychological Services (CPCS):** *Bouncing Back: From Self-Defeating Emotions to Resilience* (11<sup>th</sup> October 2016)
- **Mentem Psychological Services:** *Practising Mindfulness: Taking First-Aid Steps to Better Mental Health* (9<sup>th</sup> October 2016)
- **MalaysiaKini:** *Leading with Heart and Mind: The Emotionally Intelligent Leader* (16<sup>th</sup> December 2015)
- **Taylor's University Careers Services Centre:** *Building Resilience and Managing Commences in Turbulent Times* (5<sup>th</sup> December 2015)
- **Befrienders:** *Being Happy: How to Cultivate the Seeds of Authentic Happiness* (28<sup>th</sup> November 2015)
- **3rd Annual Elite Secretarial and Administrative Conference:** *Inside the Mind of a Secretary: Developing Emotionally Intelligent Executive Assistants* (2<sup>nd</sup> December 2015)
- **SMJK Katholik:** *Being a Resilient Student* (6<sup>th</sup> May 2015)
- **SMJK Seg Hwa:** *Who Am I? An Introduction to Personality* (8<sup>th</sup> April 2015);
- **Psychology of Life and Living (with Cheong Wen Han):** *Being Happy: An Introduction* (28<sup>th</sup> February 2015); *Developing Emotional Intelligence: An Introduction for Everyone* (6<sup>th</sup> December 2014); *Being Psychologically Resilient: An Introduction* (22<sup>nd</sup> November 2014); *Being Emotionally Intelligent: An Introduction* (18<sup>th</sup> October 2014)
- **Taylor's University:** *Being Rational about the Emotional: Emotions and Emotional Intelligence in Worklife* (5<sup>th</sup> July 2014)
- **Rotaract Club 3rd District Leadership Lecture Series:** *Emotional Intelligence in the Workplace* (26<sup>th</sup> May 2013)

## Continuous Professional Development

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### Oxford Mindfulness Centre

- Introducing Mindfulness – 3-Week Course (14<sup>th</sup> – 28<sup>th</sup> November 2023)

### Micro and Subtle Expressions Training

- Ekman Micro Expressions Training Tool (eMETT) 4.0 by *Paul Ekman Group*. Certificate earned on November 21<sup>st</sup>, 2015.
- Ekman Micro Expressions Training Tool (eMETT) 3.0 by *Paul Ekman Group*. Certificate earned on December 24<sup>th</sup>, 2014.
- Ekman Subtle Expressions Training Tool (eSETT) 3.0 by *Paul Ekman Group*. Certificate earned on December 23<sup>rd</sup>, 2014.

*As part of my ongoing professional development, I have also participated in and completed more than 30 massive open online courses (MOOCs) offered by Coursera. A list of completed courses can be found on my profile page: [https://bit.ly/Eugene\\_Tee\\_Coursera](https://bit.ly/Eugene_Tee_Coursera). Certifications for completion of these courses are available upon request.*

## References

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### Doctoral Advisors

#### **Professor Neal M. Ashkanasy**

Professor of Management  
University of Queensland Business School  
Queensland, Australia  
[n.ashkanasy@business.uq.edu.au](mailto:n.ashkanasy@business.uq.edu.au)

#### **Associate Professor Neil Paulsen**

Associate Professor (Honorary)  
University of Queensland Business School  
Queensland, Australia  
[n.paulsen@business.uq.edu.au](mailto:n.paulsen@business.uq.edu.au)

### Masters Advisor

#### **Professor Michael Steger**

Director of the Center for Meaning and Purpose  
Professor, Counseling Psychology & Applied Social and Health Psychology  
Colorado State University, United States  
[Michael.F.Steger@colostate.edu](mailto:Michael.F.Steger@colostate.edu)

### Referees from South-East Asian Universities

#### **Professor Allan B.I. Bernardo**

Distinguished University Professor  
De La Salle University  
Manila, Philippines  
[allan.bernardo@dlsu.edu.ph](mailto:allan.bernardo@dlsu.edu.ph)

#### **Professor Alvin Ng Lai Oon**

Associate Dean - Engagement and Internationalization  
Faculty of Medical and Life Sciences  
Sunway University, Malaysia  
[alvinn@sunway.edu.my](mailto:alvinn@sunway.edu.my)

### Referees from HELP Group

#### **Associate Professor Victor Goh Weng Yew**

Dean, Faculty of Behavioural Sciences,  
Former Head of Department of Psychology,  
HELP University, Malaysia  
[victor.goh@help.edu.my](mailto:victor.goh@help.edu.my)

#### **Associate Professor Edmund Oh Joo Vin**

Head, Research Management Center  
HELP University, Malaysia  
[edmund.oh@help.edu.my](mailto:edmund.oh@help.edu.my)

#### **Dr Gerard Joseph Louis**

Chief Executive Officer, HELP International  
School. Former Dean, Faculty of Behavioural  
Sciences  
HELP University, Malaysia  
[gerardjl@help.edu.my](mailto:gerardjl@help.edu.my)

**Referee(s) from The School of Positive Psychology (Singapore)**

**Ms Jana Dawson**

Deputy CEO & Director of Academic Affairs

The School of Positive Psychology

[jana@positivepsych.edu.sg](mailto:jana@positivepsych.edu.sg)

**Referee(s) from VIA Institute on Character (United States)**

**Ryan M. Niemiec, Psy.D.**

Chief Science & Education Officer

VIA Institute on Character

[ryan@viacharacter.org](mailto:ryan@viacharacter.org)