

## Table of contents

<b>Chapter 1</b> .....	<b>15</b>
1 Meta-Perception and its Accuracy: Theoretical Background.....	17
1.1 Conceptualization .....	17
1.2 Operationalization.....	18
1.3 Antecedents.....	20
1.4 Outcomes .....	23
<b>Chapter 2</b> .....	<b>33</b>
2 Meta-Perception and its Accuracy at Work.....	35
2.1 Aims of the Dissertation .....	38
2.2 General Organization and Synopsis of the Dissertation .....	46
<b>Chapter 3</b> .....	<b>59</b>
3 Do you see me the way I see myself? The Association between Narcissism and Transparency....	63
3.1 The Present Research .....	64
3.2 Method .....	65
3.3 Results.....	68
3.4 Discussion.....	73
<b>Chapter 4</b> .....	<b>87</b>
4 Knowing the Impression You Convey to Others Is Linked to Better Objective Performance: Leader’s Meta-Accuracy in the Context of Public Speaking .....	91
4.1 The Present study .....	94
4.2 Method .....	97
4.3 Results.....	101
4.4 Discussion.....	105
<b>Chapter 5</b> .....	<b>117</b>

5 PR <sub>Ismo</sub> : Meta-Perception as the Missing Lever of Professional Change in Multi-Source Feedback .....	121
5.1 Multi-Source Feedback: an (inter)personal perspective .....	122
5.2 Meta-perception in Multi-Source Feedback .....	125
5.3 PR <sub>Ismo</sub> for Professional Development.....	131
5.4 Conclusion .....	145
<b>Chapter 6 .....</b>	<b>155</b>
6 When knowing the impression you convey gets you the job: Empirical studies of the link Meta-Accuracy – Hireability.....	159
6.1 Overview of the Present Research .....	166
6.2 Study 1 .....	166
6.3 Study 2 .....	171
6.4 Study 3 .....	174
6.5 Discussion.....	180
<b>Chapter 7 .....</b>	<b>201</b>
7 Conclusion.....	203
7.1 Summary of the Research projects .....	204
7.2 Contributions and Implications.....	206
7.3 Limitations .....	212
7.4 Future Directions .....	214
7.5 Conclusion .....	217