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Nicoletta Dimitrova - *Rethinking errors: How error-handling strategy affects our thoughts and others' thoughts about us*

The main research question she investigates in her dissertation is: "Does error-handling strategy (i.e., the strategy people apply when dealing with errors) affect people's thoughts and subsequent outcomes?" Specifically, in the first part of the dissertation she looks at the interindividual effects of leaders' error-handling strategy on followers' thoughts about leaders (perceptions of leader warmth, sociability and morality, and leader competence) and satisfaction with the leader, organizational goal-fulfillment, and trust. In part two, she investigates the effects of manipulated error-handling strategy on one's own thoughts cognitive appraisals (challenge and threat), and subsequent individual task performance. Overall, the results of this dissertation show that error management is better than error prevention (i.e., a strategy focusing solely on preventing errors) for the thoughts of others, in terms of perception (leaders perceived as more sociable, moral, and competent by followers), and for one's own thoughts, in terms of cognition (more on-task thoughts, fewer negative self-related off-task thoughts, and fewer threat cognitive appraisals). What is more, error management rather than error prevention is associated with more positive outcomes for oneself (task performance), and for others. She concludes that it is in our best self interest and in the interest of those around us to rethink errors as something to be managed instead of solely focusing on their prevention. Please read the [dissertation](#).