

Kris Evans, PhD

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People scientist and researcher skilled in translating psychological science to improve strategy, learning, and well-being.

EXPERIENCE

Wu Tsai Human Performance Fellow — Stanford University, Mind & Body Lab Jul 2026–present

- Lead a holistic project assessing and improving the health, well-being, and performance of female college student-athletes.

Research Scientist & Ph.D. Researcher — Stanford University Sep 2020–Jun 2026

- Led large-scale organizational and behavioral research projects examining motivation, impact, performance, and well-being across educational and workplace contexts.
- Designed and implemented cross-sectional, longitudinal, and experimental studies using quantitative (R, mixed models, CFA, SEM) and qualitative (focus groups, thematic coding) analyses.
- Secured over **\$500,000 in competitive funding** (NSF, Wu Tsai Human Performance Alliance) to design data-driven well-being and learning interventions.

People (Behavioral) Science Intern, PhD — Google X Oct 2023–Mar 2024

- Conducted mixed-methods research on internal employee development programs, identifying behavioral patterns that enhance engagement and performance.
- Collaborated with People Analytics and HRBP/learning teams to design surveys, analyze employee data, and translate findings into clear recommendations for leadership.

Social Science Researcher — Educators Thrive Jun 2022–2026

- Co-led development and validation of a well-being assessment for the American Federation of Teachers, informing leadership decisions on retention and organizational climate.
- Assisted with grant writing resulting in two large private grant awards (~\$1MM); designed and analyzed large-scale employee surveys and conducted focus groups with educators and leaders.
- Designed and integrated an agent-based qualitative coding system, saving \$250K in resources.

Graduate Student Assistant — BEAM–Stanford Jul 2021–Jul 2022

- Created career development resources and led professional training programs for underrepresented students, providing mentorship and tailored career support.

Lead Trainer — Breathe For Change Aug 2015–Aug 2019

- Co-led 500+ educators through mindfulness-based professional development and 200-hour yoga teacher certification programs; analyzed program impact using research-based assessment tools.

EDUCATION

Ph.D., Psychology (Social Psychology) — Stanford University, 2026

B.A., Sociology & Communications (human-computer interaction concentration) — Stanford University · Varsity Football

SELECTED PUBLICATIONS & THOUGHT LEADERSHIP

Evans, K. M., & Crum, A. (2023). Mindset regulation. *Handbook of Emotion Regulation* (3rd ed.). · Crum, A., ... Evans, K., et al. (2023). Evaluation of the “rethink stress” mindset intervention. *Journal of Experimental Psychology*. · Zahrt, O. H., Evans, K., et al. (2023). Effects of wearable fitness trackers and activity adequacy mindsets. *Journal of Medical Internet Research*.

Speaker and trainer — TEDx (2026), Google X, Ironclad, and Stanford, on mindset, behavior change, and organizational culture.

AWARDS & SKILLS

Awards — NSF Graduate Research Fellow · Wu Tsai Human Performance Alliance Fellow · Wu Tsai Agility Project award · Wonderfest Science Fellow · Stanford Emerson Consequential Scholar Fellow · Stanford Human-Centered AI (HAI) member.

Skills — Survey design and methodology, statistics, hypothesis testing, factor analysis, causal and mixed models, R, SPSS, Qualtrics, experience sampling, in-depth interviews, qualitative, phenomenological, and thematic analysis, data visualization, stakeholder presentations, workshop facilitation, academic and industry writing, employee listening, cultural assessment, learning design and facilitation.