



**Brief Just-In-Time Micro Interventions – Designing, and Publishing Experience  
Sampling Intervention – ESM-I Studies**

**Abstract:**

In recent years, Work and Organizational Psychology has shifted toward a micro-level focus, exemplified by the growing use of Experience Sampling Methodology (ESM). Since 2010, there has been an exponential increase in ESM studies, also known as Ecological Momentary Assessment or Daily/Weekly diary studies, which examine within-person fluctuations in psychological states and associated antecedents, consequences, and processes. These studies have covered topics such as affective experiences at work (Frank et al., 2022), the interplay between job demands, resources, and well-being (Prem et al., 2016), leadership behaviors (Breevaart et al., 2016), and power dynamics (Foulek et al., 2018). A key contribution of ESM research is its ability to more accurately test theories that focus on within-person processes, such as the Conservation of Resources Theory, Affective Events Theory, Self-Regulation Theory, the Transactional Model of Stress, and Self-Determination Theory.

Despite the advantages of ESM research in capturing within-person phenomena, most studies rely on correlational designs, limiting their ability to establish causality. To address this gap, a growing body of research is combining ESM with experimental designs, referred to as Experience Sampling Intervention Studies (ESM-I). ESM-I studies manipulate independent variables through brief, just-in-time, or micro-interventions, providing stronger evidence of causal relationships. Examples include mindfulness interventions to enhance employee well-being (Hohnemann et al., 2024; Hülshager et al., 2015; Sawyer et al., 2022), positive affect inductions to mitigate stress (Schweitzer et al., 2022), self-reflective writing to enhance leadership identity and effectiveness (Lanaj et al., 2019), gratitude interventions (Locklear et al., 2021), and blue-light filtering to improve sleep and well-being (Guarana et al., 2021).

While ESM-I research shows promise, it is still in its infancy, posing challenges for scholars. Key difficulties include designing effective micro-interventions, developing appropriate ESM protocols, determining the right number of experimental conditions, adhering to open science practices, and analyzing complex ESM-I data. To address these challenges, a proposed Small Group Meeting (SGM) will bring together researchers to discuss and refine their ESM-I study designs, receive expert feedback, and explore best practices for designing and publishing ESM-I research. This meeting is timely, given the correlational nature of much of the research in Work and Organizational Psychology, and the potential for ESM-I studies to provide deeper insights into causal mechanisms.

The broader application of ESM-I studies also holds significant practical implications, as organizations can use these micro-interventions to improve employee well-being,

## EAWOP Small Group Meetings (SGM)- Brief Just-In-Time Micro Interventions

performance, and functioning. By advancing the methodological rigor and theoretical contributions of ESM-I research, this SGM has the potential to enhance both academic understanding and real-world organizational practices. As such, it is a highly relevant and timely topic for the European Association of Work and Organizational Psychology (EAWOP) community, with the potential to advance knowledge in the field.

### Dates and place of the meeting:

Location: Trinity Business School - Dublin  
Date Evening Reception: 21.07.2025  
Dates Workshop: 22.07.2023 - 23.07.2025  
Call for Submissions: 01.03.2025 – 31.05.2025  
Confirmation of Acceptance: 10.06.2025

### Submission Guidelines:

To participate, please submit a research proposal by May 1st, 2025. The proposal should be a maximum of 1000 words and must be submitted via Microsoft Forms by clicking on the link below. The proposal should include the following sections: Introduction, literature review, contributions, research design and methodology. Your research should not have been submitted or published in an academic outlet.

[SUBMIT YOUR PROPOSAL](#)

### Participation Fees:

Students: 20€  
Non-Students: 50€

### Keynote Speakers:

Prof. Wladislaw Rivkin  
Associate Professor of Organizational Behavior  
Director of Postgraduate Learning and Teaching

Prof. Fabiola Gerpott  
Chair of Leadership – WHU Otto Beisheim School of  
Management

Prof. Gilad Chen  
Robert H. Smith Chair in Organization Behavior – Robert  
H. Smith School of Business – University of Maryland

Prof. David Collings  
Professor of Sustainable Business

### Organizing Committee:

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