

Xiaowei Lu, PhD
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CLINICAL EXPERIENCE

Nov 2025- Current	Journey with Dr. Lu Psychotherapy Service Licensed Clinical Psychologist and Founder CA License #: 36303	Berkeley, CA
Aug 2024 – Aug 2025	Kaiser Permanente Psychology Doctoral Intern, Child & Adolescent Track Supervisor: Stephanie Lin, PsyD	Santa Clara, CA
Aug 2023 – Jun 2024	Crisis Support Services of Alameda County Doctoral Respecialization Training Supervisor: Irene Guerra, PhD	Oakland, CA
Aug 2022 - Aug 2023	Community Youth Center of San Francisco (CYC) Doctoral Respecialization Training Supervisor: Bradford L. Woo, PsyD	San Francisco, CA
2005	Gallup-Peking University Positive Psychology Center Pre-school students cognitive and social skill assessment Expert	Beijing, China
2002	Hui Long Guan Psychiatric Hospital Trainee for Inpatient Interview and Psychological Assessment	Beijing, China

LANGUAGES

English
Mandarin

EDUCATION

Aug 2025	CSPP at ALLIANT INTERNATIONAL UNIVERSITY Doctoral Respecialization Program, PsyD Program	SF Bay, CA
May 2012	UNIVERSITY OF CALIFORNIA, BERKELEY Ph.D. Social and Personality Psychology Dissertation: Moral Self-Esteem Enhancement: The Double-edge Sword in Social Judgments	Berkeley, CA
Jun 2005	PEKING UNIVERSITY	Beijing, China

M.S. Industrial and Organizational Psychology

Thesis: How to enhance employees' creativity: Roles of a leader's emotional intelligence and supportive behavior

Jun 2003

PEKING UNIVERSITY

Beijing, China

B.S. General Psychology

B.S. Economics

Thesis: How leaders' competencies relate to organizational performance in the view of employees: An employee perception theory of leader's influence

CERTIFICATIONS AND LICENSES

Licensed Clinical Psychologist

CA License #: 36303

Registered Psychological Associate at California

CA License #: PSB94027123

988 Lifeline Training Certificate: Fundamentals and Essential Skills of Crisis Counseling,
Assessing, Safety and Suicide Risk, Imminent Risk of Suicide

San Francisco Child & Adolescent Needs & Strengths Assessment (CANS) 6 thru 20 2.0 Certificate

AFFILIATIONS

2023-Present Member, Collaborative Assessment Association of the Bay Area (CAABA)

2022-Present Member, The Association of Family Therapists of Northern California (AFTNC)

2006-Present Member, American Psychological Association (APA)

2006-2012 Member, The Society for Personality and Social Psychology (SPSP)

TEACHING EXPERIENCE

<i>Jun 2011 – Aug 2011</i>	UNIVERSITY OF CALIFORNIA, BERKELEY Lecturer <i>Cultural Psychology summer session</i>	Berkeley, CA
<i>Jan 2007 – Jun 2011</i>	UNIVERSITY OF CALIFORNIA, BERKELEY Graduate Student Instructor (GSI) Courses: Social Psychology, Cultural Psychology, Personality Psychology, Statistic in Psychology and Research Method, Drug and Behavior	Berkeley, CA

RESEARCH EXPERIENCE

<i>Jun 2012 – Sep 2006</i>	UNIVERSITY OF CALIFORNIA, BERKELEY Graduate Student Researcher • Exploring how cultural factors (e.g., values, beliefs, and social norms) influence moral judgment, moral cognition, and moral action. • Understanding the cultural differences between Chinese and Americans in their attribution patterns, such as the responsibility attribution in organizations. • Understanding how cultural values influence people's daily social interaction and decision-making process. • Advisor: Kaiping Peng, Ph.D.	Berkeley, CA
<i>Jun 2006 – Sep 2003</i>	PEKING UNIVERSITY Graduate Student Researcher • Understanding the relationship between emotional intelligence, organizational settings, and employees' creativity development. • Exploring the effective coping strategy to reduce employees' stress levels and burnout rate in the corporate environment. • Advisors: Lei Wang, Ph.D.; Changqin Lu, Ph.D.	Beijing, China
<i>Jun 2003 – Sep 2002</i>	PEKING UNIVERSITY Undergraduate Researcher Assistant • Understanding the relationship between employees' perception of their leader's competence and team performance. • Advisor: Lei Wang, Ph.D	Beijing, China

WORK EXPERIENCE

Aug 2018 – Aug 2024	ALIBABA CLOUD, ALIBABA GROUP Senior Business and Product Strategy Expert Global HR Manager	Sunnyvale, CA Hangzhou, China
Sep 2012 – Jun 2018	MCKINSEY & COMPANY Engagement Manager Marketing & Sales Specialist	San Francisco, CA Beijing, China
Sep 2003 – Jun 2005	GALLUP-PEKING UNIVERSITY POSITIVE PSYCHOLOGY CENTER- Human Resource Assessment Expert (Part-time) Multiple projects on strategic human resource assessment and talent acquisition	Beijing, China

PUBLICATIONS, CONFERENCE PRESENTATIONS, and TRANSLATIONS

Peer-Reviewed Journal

- Lu, X.,** Yao, X., Cochran, C., & Peng, K. (2014). Culture and Institutional Agency: Difference in Judgments of Economic Behavior And Organizational Responsibilities. *Journal of Applied Social Psychology*.
- Liu, B., Huang, X., & **Lu, X.** (2010) A Preliminary Research on the Psychopathy of Criminals. *Psychological Science*.
- Kan, Y., **Lu, X.,** & Wang, L. (2004) Enterprise Strategic Human Resource Management Theory and Application (in Chinese). *Human Resource Development in China*. August.
- Wang, L., Chen, Y., Yan, L.H., & **Lu, X.,** (2004). Leaders' Competencies: The Model of Employee Perception Theory (in Chinese). *Human Resource Development of China*. May 50-51.
- Lau, K.H., Au, W.T., **Lu, X.,** & Yi, J. (2004). Conceptualization of Chinese Interpersonal Relationship: An Empirical Study of College Students in Hong Kong (in Chinese). *Chinese Psychologica Sinica*

Conference Presentations, Posters, and Abstracts

- Chiu, E. Y., English-Williams, B., Nazmy, S., & **Lu, X.** (2024, April). The impact of a mindfulness course on therapeutic skills and clinical experience of clinical psychology students. *Poster presented at the Annual Convention of Western Psychological Association, San Francisco*.
- Lu, X.,** & Peng, K. (2011). How Confucian Value Ren (Perfect Goodness) Benefits Modern Society - Measurement of Ren. *Paper presented at the 12th Annual Meeting of the Society for Personality and Social Psychology*.

- Lu, X., & Peng, K.** (2010). Friend, Alumni, or Stranger, Do They Deserve the Same Blame? Cultural Difference Between Chinese Relation-based and American Group-based Responsibility Attribution. *Poster presented at the 11th Annual Meeting of the Society for Personality and Social Psychology.*
- Lu, X., & Peng, K.** (2009). The Institutional Agency: Does It Mean the Same Thing to Americans and Chinese? *Poster presented at the 10th Annual Meeting of the Society for Personality and Social Psychology.*
- Lu, X., & Wang, L.** (2005). Supervisors' Emotional Intelligence and Supportive Behavior as a Mediator: Two Roots to Employees' Creativity. *Invited speaker at the 10th Chinese Academic Conference of Psychology, Shanghai, China*
- Lu, X., & Wang, L.** (2004). Agricultural Culture Traits and Industrial Culture Traits: Two Kinds of Powerful Influences on Chinese Organizations. *Invited speaker at the 17th Conference of International Association for Cross-Cultural Psychology (IACCP), Xi'an, China.*
- Lu, X., & Wang, L.** (2004). How Leaders' Competencies Relate to Organizational Performance in the View of Employees: An employee perception theory of leader's influence. *Invited speaker at the Inaugural Conference of International Association for Chinese Management Research (IACMR), Beijing, China.*
- Lu, C.Q., **Lu, X.**, & Siu, O.L., (2004). The Role of General Self-efficacy on Work Well-being: a Field Study in China. Abstract of the 17th Conference of International Association for Cross-Cultural Psychology (IACCP), Xi'an, China.

Book Translation

- Life after Graduate School in Psychology (2007)
Written by Robert D. Morgan, Tara T. Kuther, Corey J. Habben, translated by **Xiaowei Lu** and Ying Han.
- Developing Management Skills (2004)
Written by Whetten, D.A. & Cameron, K.S., 5th edition, translated by Lei Wang, **Xiaowei Lu**, et al.
- Psychology and Life (2003)
Written by Zimbardo, P.G., 16th edition, translated by Lei Wang, **Xiaowei Lu**, et al.
- Organizational Behavior (2003)
Written by Luthans, F., 5th edition, translated by Lei Wang, **Xiaowei Lu**, et al.
- Overcoming Traumatic Stress (2001)
Written by Claudia Herbert, Ann Wetmore, translated by Xiaolin Zhou, Wentao Yuan, and **Xiaowei Lu**.