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● ABOUT MYSELF

Ph.D. in Work and Organizational Psychology (WOP) and Associate Professor at the Human Sciences Department of Verona University. Co-Founder and WOP Scientific Director of the research center APRESO (Applied Research in Society and Organizations), my expertise lies in organizational behavior, individual differences and decision-making at work, and AI dynamics in the applied psychology field.

My expertise lies in organizational behavior, individual differences and decision-making at work, and social dynamics in the applied psychology field. In the field of fundamental research my studies explore the role of individual antecedents. My applied research focuses on the development of interventions and policies for enhancing decision-making, and in turn well-being and job performance. Finally, in industrial research, my research aims to better integrate cognitive and behavioral theories for designing predictive AI models of social and organizational behaviors. In the professional field, I have several years of experience delivering training and consulting services in both private and public organizations.

Metrics overview (Scopus)

Documents by author: 81

Citations: 1480

h-index: 21

● WORK EXPERIENCE

01/10/2025 - CURRENT

UNIVERSITY OF VERONA

Lecturer of the course "Work Environment Well-being Psychology" since A.Y. 2025/2026 for the Master's Degree Course in Training Psychology at the Department of Human Sciences, University of Verona.

2022 - CURRENT - LUDWIGSHAFEN, GERMANY

UNIVERSITY OF LUDWIGSHAFEN AM RHEIN

Adjunct Professor for the course Human Resources Management: Work Psychology and Organizational Behavior, at the International Business Management (MBA) at the University of Ludwigshafen am Rhein (Hochschule für Wirtschaft und Gesellschaft Ludwigshafen).

01/12/2021 - CURRENT - VERONA, ITALY

UNIVERSITY OF VERONA

Associate Professor of Work and Organizational Psychology (MPSI/06) at the University of Verona.

2021 - CURRENT - VERONA, ITALY

UNIVERSITY OF VERONA

Lecturer of the training module of "Theories and Techniques of Psychological Intervention in Business" since A.Y. 2023/2024 for the Master's Degree Course in Training Psychology at the Department of Human Sciences, University of Verona.

2021 - CURRENT

UNIVERSITY OF VERONA

Organizer of the following workshops in the area of Work and Organizational Psychology (PSIC-03/B) at the Department of Human Sciences, University of Verona:

- Psychological Techniques for Human Resource Management
- European funded projects (project life cycle).
- Psychology and communication: social networking and engagement strategies for human resources.
- Psychology and publishing: development of digital products for the dissemination of HR practices
- Skills assessment: taking stock of your life skills.
- GRit, Resilience and Recovery strategies for smart planning of one's career goals.
- Decision-making competence: strategies for developing critical, planning and creative thinking.
- Curriculum 4.0, software and techniques for an effective presentation.
- Exhaustion caused by study: primary prevention and management of study burnout.
- Orientation and skills assessment: a path to self-assessment and enhancement of one's soft skills.
- Competence Mapping: Professional Development through Competence Management.
- Tools for Career Orientation and Development in the Digital Age.

01/10/2018 - CURRENT - VERONA, ITALY

UNIVERSITY OF VERONA

Adjunct Professor of Organizational Psychology (M-PSI/06) for the Master's Degree Course in Publishing and Journalism at the Department of Culture and Civilization, University of Verona.

27/02/2017 - CURRENT - VERONA, ITALY

UNIVERSITY OF VERONA

Adjunct Professor of Work Psychology (M-PSI/06) for the Bachelor's Degree Course in Communication Sciences at the Department of Culture and Civilization, University of Verona.

2022 - 2023 - VERONA, ITALY

UNIVERSITY OF VERONA

Organizer, member of the scientific committee and lecturer speaker for the Specialization and professional development course in "HR people management" at the Department of Human Sciences, University of Verona.

2022 - 2023 - TRENTO, ITALY

GPI SPA

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the project "ADIUVANT (ADvanced Ict cloUd based and VirtualizedplAtformfor iNTEgrated and PersonalizedMedicine)", commissioned by GPI SpA, Trento (TN).

2022 - 2023 - TREVISO (TV), ITALY

ADVAR ONLUS

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the development of an organizational assessment system commissioned by ADVAR Onlus, Treviso (TV).

2022 - 2023 - BRESCIA, ITALY

ELEA SPA

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the

development of a competency assessment tool for candidates and employees commissioned by Elea SpA, Gottolengo (BS).

2021 - 2022 - VICENZA, ITALY

SEITRON SPA

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the development of an organizational climate assessment system, commissioned by Seitron S.p.A., Mussolente (VI).

2021 - 2022 - BOLZANO, ITALY

C.I.R.S.

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the development of a tool for assessing the technical and soft skills of individuals with mental disabilities, commissioned by C.I.R.S. ONLUS - Agenzia Per il Lavoro, Bolzano (BZ).

01/03/2022 - 30/06/2022 - VERONA, ITALY

UNIVERSITY OF VERONA

Co-organizer, scientific committee member and lecturer speaker for the Specialization and professional development course "Expert Operator in the Labor Market and Employability Assessment Specialist in the organizations" 2021-2022, at the Department of Human Sciences, University of Verona.

15/01/2022 - 30/06/2022

UNIVERSITY OF VERONA

Co-organizer, member of the scientific committee and lecturer/speaker for the Specialization and professional development course in "Organizational counselor and well-being strategist" at the Department of Human Sciences, University of Verona.

2020 - 2021 - ROME, ITALY

ENEL SPA

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the development of an ad hoc Job Crafting training named "Crafting@work" commissioned by Enel SpA., Roma (RM).

01/12/2018 - 01/12/2021 - VERONA, ITALY

UNIVERSITY OF VERONA

Senior Researcher (RTD-b) in Work and Organizational Psychology (MPSI/06) for studies in the modelling of decision-making processes in organizations with research and teaching tasks at the Department of Human Sciences, University of Verona.

16/01/2021 - 19/01/2021 - VERONA, ITALY

UNIVERSITY OF VERONA

Co-organizer, member of the scientific committee and lecturer/speaker for the Specialization and professional development course in "Experienced labor market practitioner and employability assessment specialist" at the Department of Human Sciences, University of Verona.

11/12/2019 - 30/06/2020 - VERONA, ITALY

AIV FORMAZIONE SCARL

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the project "Paths for transversal skills and orientation", commissioned by AIV Formazione Scarl, Verona (VR).

01/01/2020 - 01/06/2020 - VERONA, ITALY

EMPEIRIA

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the development of an ad hoc instrument for the assessment of innovation processes among local SMEs named: "TemporaryManager4INNOVATION" commissioned by Empeiria, Verona, (VR).

01/01/2020 - 01/06/2020 - TURIN, ITALY

SOGES S.P.A.

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the project "Leading Capability" commissioned by SOGES S.p.A., Torino (TO).

01/01/2017 - 31/12/2018 - VERONA, ITALY

HELICOPTERS ITALIA

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the project "NOTECHS for HEMS" under the supervision of Prof. Riccardo Sartori (M-PSI/06), commissioned by Helicopters Italia, Verona (VR).

01/02/2017 - 2018 - VERONA, ITALY

UNIVERSITY OF VERONA

Post-Doc. position (M-PSI/06) with biennial renewal for proven merits and related scientific design responsibility for access to selective intradepartmental co-financing at the Department of Human Sciences, University of Verona. Project title: "Advances in Modelling decision processes and behaviors organizations"(A.Y. 2017/18-2018/19).

01/07/2017 - 01/12/2017 - TRENTO, ITALY

UNIVERSITY OF TRENTO

Collaboration with research responsibility at the University of Trento, Department of Psychology and Cognitive Sciences, for development of statistical analysis on employability data under the supervision of Prof. Franco Fraccaroli (M-PSI/06).

24/11/2017 - 24/11/2017 - VERONA, ITALY

UNIVERSITY OF VERONA

Co-organizer and speaker for the Seminar for the PhD Course in Human Sciences, University of Verona, title: "Theories and tools for an organisational diagnosis: The Job-Demands and resources model (JD-R): origin, development and application in a work context (2017)", in collaboration with Franco Fraccaroli (M-PSI/06) of the University of Trento, Rovereto, Italy.

08/02/2017 - 08/02/2017 - LEEDS, UNITED KINGDOM

LEEDS UNIVERSITY BUSINESS SCHOOL

Co-organizer and Speaker at the CDR (Centre for Decision Research) of Leeds University Business School, 2017, Leeds, United Kingdom. Title of the seminar: "Linking advances in decision-making research to industrial and organizational (I/O) psychology".

01/02/2016 - 01/02/2017 - VERONA, ITALY

UNIVERSITY OF VERONA

Post-Doc. position (M-PSI/06) with annual renewal for proven merits and related scientific design responsibility for access to selective intradepartmental co-financing at the Department of Human Sciences, University of Verona. Project title: "Advances in Modelling decision processes and behaviors organizations". (A.Y. 2016/17).

01/02/2015 - 01/02/2016 - VERONA, ITALY

UNIVERSITY OF VERONA

Post-Doc. position (M-PSI/06) at the Department of Human Sciences, University of Verona. Project title: "Advances in Modelling decision processes and behaviors organizations" (A.Y. 2015/16).

16/12/2015 - 31/01/2016 - VERONA, ITALY

AGENZIA SOCIALE LAVORO & SOCIETÀ SCARL

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the project "SMARTJob: network of services for employment in the province of Verona" under the supervision of Prof. Riccardo Sartori (M-PSI/06), commissioned by Agenzia Sociale Lavoro & Società Scarl, Verona (VR).

01/01/2016 - RIMINI, ITALY

FAMILY CONSULTANCY AND PRODECO PHARMA

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the Technical definition of the psychological constructs of the FAMILY method for HR training under the supervision of Prof. Riccardo Sartori (M-PSI/06), commissioned by FAMILY Consultancy and Prodeco Pharma, Rimini (RN).

04/03/2015 - 04/05/2015 - VERONA, ITALY

VERONA INNOVAZIONE

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the project "Work Life Balance Network. Research focus: Homeworking and workplace innovation" under the supervision of Prof. Riccardo Sartori (M-PSI/06), commissioned by Verona Innovazione, Verona (VR).

01/03/2015 - 01/05/2015 - VERONA, ITALY

UNIVERSITY OF VERONA

Teaching assignment: "Basic and advanced English language", applied laboratory for the English writing in the field of the Psychology of Work and Organizations (A.Y. 2015/16), for the Bachelor's Degree Course in Training in Organizations Sciences and Master's Degree Course in Training and Human Resource Development at the Department of Human Sciences, University of Verona.

09/10/2014 - 09/12/2014 - VERONA, ITALY

VERONA INNOVAZIONE

Collaboration with research responsibility at the University of Verona, Department of Human Sciences, for the project "Work Life Balance Network. Research focus: Formative and sustaining tools" under the supervision of Prof. Riccardo Sartori (M-PSI/06), commissioned by Verona Innovazione, Verona (VR).

01/03/2012 - 01/05/2012 - VERONA, ITALY

UNIVERSITY OF VERONA

Tutoring assignment for "Social Psychology" (M-PSI/05) (A.Y. 2011/12), Department of Human Sciences, University of Verona, Verona (IT). Responsible tutor: Prof. Monica Pedrazza (M-PSI/05) with the scope of developing didactical support tools.

● **EDUCATION & TRAINING**

29/05/2019 - 01/06/2019 - TURIN, ITALY

PARTICIPATION AT THE COURSE DYNAMIC SEM FOR INTENSIVE LONGITUDINAL DATA ORGANIZED BY EAWOP (EUROPEAN ASSOCIATION OF WORK AND ORGANIZATIONAL PSYCHOLOGY)- 19TH EAWOP CONGRESS

Participation at the course Dynamic SEM for intensive longitudinal data organized by EAWOP (European Association of Work and Organizational Psychology) held in Turin, Italy (May-June 2019). Professor Noémi Schuurman (Tilburg University, NL).

11/09/2018 - 14/09/2018 - CANAZEI, ITALY

PARTICIPATION AT THE INTERNATIONAL METHODOLOGICAL SCHOOL ORGANIZED BY EAWOP (EUROPEAN ASSOCIATION OF WORK AND ORGANIZATIONAL PSYCHOLOGY) ON LONGITUDINAL MULTILEVEL MODELS- UNIVERSITY OF VERONA

Participation at the International Methodological School organized by EAWOP (European Association of Work and Organizational Psychology) on Longitudinal Multilevel Models, in Canazei, Italy (July 2018). Professors: Guido Alessandri (University La Sapienza, IT), Vicente Gonzalez-Roma (Università of Valencia, ES).

02/06/2018 - 06/06/2018 - CRETE, GREECE

PARTICIPATION AT EARLY CAREER SUMMER SCHOOL EAWOP (JUNE 2018)- 6TH EARLY CAREER SUMMER SCHOOL EAWOP

Participation at Early Career Summer School EAWOP (June 2018). Methodological 3 days seminary organized by EAWOP (European Association of Work and Organizational Psychology), held in Crete, Greece. Professors of the course: Professor Frederik Anseel (King's College, London, UK), Professor Gilad Chen (Robert H. Smith School of Business, University of Maryland, USA), Professor Jose M. Cortina (George Mason University, USA), Professor Guide Hertel (University of Muenster, DE), Professor Edwin A.J. van Hooft (University of Amsterdam, NL), Professor Despoina Xanthopoulou (Aristotle University of Thessaloniki, GR).

11/09/2017 - 14/09/2017 - CASERTA, ITALY

PARTICIPATION AT THE COURSE ON MULTILEVEL MODELS FOR ORGANIZATIONAL PSYCHOLOGY ORGANIZED BY AIP (ITALIAN ASSOCIATION OF PSYCHOLOGY) IN COLLABORATION WITH THE UNIVERSITY OF CAMPANIA "LUIGI VANVITELLI"- UNIVERSITY OF CAMPANIA "LUIGI VANVITELLI", DEPARTMENT OF PSYCHOLOGY

Participation at the course on Multilevel Models for Organizational Psychology - organized by AIP (Italian Association of Psychology) in collaboration with the University of Campania "Luigi Vanvitelli", Department of Psychology. Course organizers: Guido Alessandri (University La Sapienza), Antonio Zuffianò (Liverpool Hope University, UK), Enrico Perinelli (University La Sapienza, IT). Scientific Committee: G. Alessandri; F. Fraccaroli; A. Zuffianò

15/01/2017 - 15/03/2017 - LEEDS, UNITED KINGDOM

VISITING PROFESSOR AT THE CENTER FOR DECISION RESEARCH (CDR) OF THE LEEDS UNIVERSITY BUSINESS SCHOOL- LEEDS UNIVERSITY BUSINESS SCHOOL

The sojourn was aimed at linking decision-making advances and I/O psychology studies in order to assess the presence of individual differences in Decision-Making Competence (DMC) between entrepreneurs and managers, under the supervision of Prof. Wändi Bruine de Bruin.

15/10/2015 - 15/12/2015 - EINDHOVEN, NETHERLANDS

VISITING SCHOLAR AT THE DEPARTMENT OF HUMAN PERFORMANCE MANAGEMENT OF THE EINDHOVEN UNIVERSITY OF TECHNOLOGY- EINDHOVEN UNIVERSITY OF TECHNOLOGY

Visiting Scholar at the Department of Human Performance Management of the Eindhoven University of Technology. The sojourn was aimed to present advances in decision-making research, which have demonstrated reliable effects on the ability to make normatively appropriate decisions, with research investigating employability and job performance in individuals, under the supervision of Prof. Evangelia Demerouti.

15/06/2015 - 21/06/2015 - ROME, ITALY

PARTICIPATION AT THE SUMMER SCHOOL OF METHODOLOGY, COURSE ON MULTIVARIATE MODELS FOR VALIDATION OF MEASURING INSTRUMENTS- UNIVERSITY LA SAPIENZA

Participation at the Summer School of Methodology organized by Prof. Claudio Barbaranelli, University La Sapienza, Rome, (IT). Course on multivariate models for validation of measuring instruments: Applications with SPSS and MPlus (Module I); Structural Equation Models with MPlus (Form II); Structural Equation Models with MPlus: Advanced Methods (Form III).

09/10/2014 - 20/02/2016 - TRENTO, ITALY

SECOND MASTER'S DEGREE IN PSYCHOLOGY OF HUMAN RESOURCES AND ORGANIZATIONS, UNIVERSITY OF TRENTO- UNIVERSITY OF TRENTO

Supervisor: Prof. Franco Fraccaroli (M-PSI/06)

Final grade: 110/110 summa cum laude | **Thesis:** "Turning bad into good: The roles of resilience and self-efficacy in the health degradation process of the model JD-R"

01/08/2014 - 07/08/2014 - EUGENE, UNITED STATES

PARTICIPATION AT THE INTERNATIONAL COMPASSION CAMP WORKSHOP WITH A FOCUS ON PROSOCIAL BEHAVIOR APPLIED TO ORGANIZATIONS- DECISION RESEARCH

Participation at the International Compassion Camp workshop, hosted by Prof. Paul. Slovic, with a focus on Prosocial Behavior applied to organizations.

01/04/2013 - 28/12/2013 - GRONINGEN, NETHERLANDS

VISITING SCHOLAR AT THE FACULTY OF ECONOMICS AND BUSINESS OF THE UNIVERSITY OF GRONINGEN- UNIVERSITY OF GRONINGEN

The sojourn was aimed at developing a research project on Agent Based model simulations. The project proposed was aimed at studying decisions in organizations by using computer simulations, focusing on individual behavior level. The research carried out focused on testing theories of climate and performance and many other organizational aspects, by using computational models in order to test organizational theories. The research project has been carried out under the supervision of Prof. Wander Jager.

01/05/2012 - 01/09/2012 - OREGON, UNITED STATES

VISITING SCHOLAR AT THE DECISION RESEARCH OF THE UNIVERSITY OF OREGON- UNIVERSITY OF OREGON

The sojourn was aimed at developing a research project on Decision Making and Behavioral Finance in collaboration with Department of Psychology of University of Oregon and in collaboration with the Decision Research (US): " A research center affiliated to the University of Oregon that investigates human judgment, decision-making, and risk". The research project has been carried out under the supervision of Prof. Paul Slovic and Prof. Joshua Weller.

01/10/2011 - 01/10/2014 - VERONA, ITALY

EUROPEAN PH.D. IN ORGANIZATIONAL PSYCHOLOGY AT THE UNIVERSITY OF VERONA, DEPARTMENT OF HUMAN SCIENCES- UNIVERSITY OF VERONA

The PhD course's aim to supply a theoretical, methodological and technical level preparation, in order to describe, explain and interpret relationships, and the differentiation and integration processes in the organizations. All this is referred to the worker/work relationship (i.e. new technologies for work and learning, etc.), to the relational and social dynamics inherent to the human factor within the organizations (work values, competences, relations within the organizations, etc.) and to the climates and cultures which constitute (?) the organizational dimension of work. Thesis title: " A generative decision theory. An agent-based computational approach for modelling, studying and making decisions in organizations". The research project has been carried out under the Supervision of Prof. Riccardo Sartori (M-PSI/06).

01/10/2007 - 09/07/2009 - VERONA, ITALY

MASTER'S DEGREE IN PLANNING AND MANAGEMENT OF TRAINING SERVICES, AT THE UNIVERSITY OF VERONA, DEPARTMENT OF HUMAN SCIENCES- UNIVERSITY OF VERONA

Graduates from this specialist degree acquire basis of competence in psychology and educational sciences, including the dimensions of gender, with particular regard to the questions of orientation, documentation, consultancy, information, certification of training and educational services. Supervisor: Prof. Riccardo Sartori (M-PSI/06).

Final grade: 110/110 summa cum laude. | **Thesis:** "Decision-Making: A study applied to an organisational environment"

01/10/2002 - 13/10/2005 - VERONA, ITALY

DEGREE IN MANAGEMENT OF TRAINING SERVICES, AT THE UNIVERSITY OF VERONA, DEPARTMENT OF HUMAN SCIENCES- UNIVERSITY OF VERONA

Supervisor Prof. Giuseppe Favretto (M-PSI/06)

Final grade: 110/110 summa cum laude | **Thesis:** "Formative procedures for small and medium sized local enterprises beyond borders"

● **PUBLICATIONS**

Tommasi, F., Sartori, R., Ceschi, A., & Dickert, S. (2024). What makes a workday meaningful? Evidence on the role of task significance, competence and subjective meaningful work. In *Evidence-based HRM: a Global Forum for Empirical Scholarship 2024*

Sartori, R., Tommasi, F., Abu Hamam, F., & Ceschi, A. (2024). Unrevealing the interplay between internal and external factors leading to career decidedness: A three-wave study. *Australian Journal of Career Development, 33(2)*, 135-143. 2024

Sartori, R., Ceschi, A., Michailidis, E., Du Plooy, H., & Camplone, T. (2024). Effect of Superstition and Anxiety on Consumer Decision-Making in Triathletes. *Informing Science: The International Journal of an Emerging Transdiscipline, 27*, 005. 2024

Tommasi, F., Ceschi, A., Sartori, R., Trifiletti, E., Vignoli, M., & Dickert, S. (2024). Discriminations in remote work contexts: the pivotal role of diversity and equality management. *International Journal of Workplace Health Management, 17(4)*, 301-318. 2024

Ceschi, A., Dusi, M., Ferrara, M., Tommasi, F., & Sartori, R. (2024). Individual differences in risk attitude among managers: a multilevel approach. *International Journal of Organizational Analysis, 33(12)*, 1-17. 2024

Vignoli, M., Costantini, A., Ceschi, A., & Perinelli, E. (2024). It's an e-work life! An explorative study on the relationships between e-work characteristics and wellbeing. *International Journal of Psychology, 2024*

Du Plooy, H., Tommasi, F., Furlan, A., Nenna, F., Gamberini, L., Ceschi, A., & Sartori, R. (2024). A human-centered perspective on individual risks for digital innovation management: an integrative conceptual review. *European Journal of Innovation Management, 2024*

Tommasi, F., Ceschi, A., Bollarino, S., Belotto, S., Genero, S., & Sartori, R. (2023). Enhancing Critical Thinking Skills and Media Literacy in Initial VET Students: A Mixed Methods Study on a Cross-Country Training Program. *International Journal for Research in Vocational Education and Training, 10(2)*, 239-257. 2023

Tommasi, F., Ceschi, A., Du Plooy, H., Michailidis, E., & Sartori, R. (2023). The influence of workday experience on smartphones uses in commuting from work to home. *Transportation research part F: traffic psychology and behaviour, 97*, 268-277. 2023

Tommasi, F., Sartori, R., Bollarino, S., & Ceschi, A. (2023). Quick-witted entrepreneurs versus systematic managers: a comparative analysis of decision-making competence. *Evidence-based HRM, 12(2)*, 271-288.

2023

Bonfanti, R. C., Tommasi, F., Ceschi, A., Sartori, R., & Ruggieri, S. (2023). The antecedents of the technology acceptance model in microentrepreneurs' intention to use social networking sites. *European Journal of Investigation in Health, Psychology and Education*, 13(7), 1306-1317. 2023

Sartori, R., Tommasi, F., Ceschi, A., Zene, M., Morandini, S., Monti, M., & Gostimir, M. (2023). Living Together in the Company: Operational Efficiency as a Function of Social and Relational Dynamics in Organizations. *Italian Sociological Review*, 13(2), 163-178. 2023

Sartori, R., Tommasi, F., Ceschi, A., Noventa, S., & Zene, M. (2023). Learning in the workplace: evidence on the role of behavioural job crafting on fostering self-perceived employability. *European Journal of Training and Development*, 47(10), 133-146. 2023

Tommasi F., Sartori R. & Ceschi A. (2023). Scoping out the common-sense perspective on meaningful work: theory, data and implications for human resource management and development. *Organizacija*. 56, 80-89. 2023

Sartori, R., Ceschi, A., Zene, M., Scipioni, L., & Monti, M. (2023). The Relationship between Perceived Organizational Support (POS) and Turnover Intention: The Mediating Role of Job Motivation, Affective and Normative Commitment. *Informing Science: The International Journal of an Emerging Transdiscipline*, 26, 005-021. 2023

Tommasi, F., Ceschi, A., Sartori, R., Gostimir, M., Passaia, G., Genero, S., & Belotto, S. (2023). Enhancing critical thinking and media literacy in the context of IVET: A systematic scoping review. *European Journal of Training and Development*, 47(1/2), 85-104. 2023

Bollarino, S., Ceschi, A., Monti, M., & Sartori, R. (2023). Development and Validation of a Noise in Decision Inventory for Organizational Settings. *Informing Science: The International Journal of an Emerging Transdiscipline*, 26, 173-189. 2023

Sartori, R., Tommasi, F., Hamam, F. A., Delfitto, D., Vender, M., Maso, S. D., ... & Ceschi, A. (2023). Facilitating Sustainable Career Development in Fragility: A Psycho-Linguistic Intervention for Employability of Individuals with Fragile Literacy Skills. *Sustainability*, 15(23), 1-10. 2023

Tommasi, F., Sartori, R., Ceschi, A., Michailidis, E., & Dickert, S. (2023). Evidence of systematic cognitive errors in job performance self-ratings. *TPM. Testing, Psychometrics, Methodology in Applied Psychology* 2023

Costantini, A., Demerouti, E., Ceschi, A., & Sartori, R. (2022). Implementing job crafting behaviors: Exploring the effects of a job crafting intervention based on the theory of planned behavior. *The Journal of Applied Behavioral Science*, 58(3), 477-512. 2022

Sartori, R., Tommasi, F., Ceschi, A., Giusto, G., Morandini, S., Caputo, B., & Gostimir, M. (2022). Fostering employability at work through job crafting. In *InPACT-International Psychological Applications Conference and Trends*. 376-380 2022

Ceschi, A., Sartori, R., Tommasi, F., Noventa, S., Morandini, S., & Zagarese, V. (2022). A combined resourcesstrength intervention: Empirical evidence from two streams of the positive psychology approach. *International Journal of Training and Development*, 26(2), 245-265. 2022

Costantini, A., Ceschi, A., & Oviedo-Trespalacios, O. (2022). Eyes on the road, hands upon the wheel? Reciprocal dynamics between smartphone use while driving and job crafting. *Transportation Research Part F: Traffic Psychology and Behaviour*, 89, 129-142. 2022

Tommasi, F., Morandini, S., Meneghini, A. M., Ceschi, A., Sartori, R., & Gostimir, M. (2022). Why donate and for what? The pseudoinefficacy bias in donating behavior. In *InPACT-International Psychological Applications Conference and Trends*. 366-370. 2022

- Tommasi, F., Sartori, R., Ceschi, A., Falser, M., Genero, S., & Belotto, S. (2022). Enhancing Critical thinking skills & Media Literacy in Initial Vocational Education and Training via Self-Nudging: the contribution of NERDVET project. *Frontiers in Psychology*, 4449. 2022
- Tommasi, F., Toscano, F., Giusino, D., Ceschi, A., Sartori, R., & Degen, J. L. (2022). Meaningful or Meaningless? Organizational Conditions Influencing Doctoral Students' Mental Health and Achievement. *International Journal of Doctoral Studies*, 17, 301-321. 2022
- Sartori, R., Tommasi, F., Ceschi, A., Giusto, G., Morandini, S., Caputo, B., & Gostimir, M. (2022). Fostering employability at work through job crafting. In *INPACT-International Psychological Applications Conference and Trends*. 376-380. 2022
- Ceschi, A., & Fioretti, G. (2021). From Bounded Rationality to Collective Behavior. *Nonlinear Dynamics, Psychology, and Life Sciences*, 25(4), 385-394. 2021
- Costantini, A., Ceschi, A., & Sartori, R. (2021). A cognitive perspective on counterproductive work behavior. Evidence from a two-wave longitudinal study. *Current Psychology*, 40(10), 4801-4810. 2021
- Ceschi, A., Sartori, R., Dickert, S., Scalco, A., Tur, E. M., Tommasi, F., & Delfini, K. (2021). Testing a norm-based policy for waste management: An agent-based modeling simulation on nudging recycling behavior. *Journal of Environmental Management*, 294, 112938. 2021
- Tommasi, F., Ceschi, A., Perini, M. & Sartori, R., (2021) Game-Based Training: An Effective Method for Reducing Behavioural-Finance Biases. In Carmo (ed) *Education and New Developments 2021*, proceedings of the conference. In press. 2021
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Costantini, A., Ceschi, A., & Sartori, R. (2019). The theory of planned behaviour as a frame for job crafting: explaining and enhancing proactive adjustment at work. In *Theoretical Approaches to Multi-Cultural Positive Psychological Interventions* (pp. 161-177). Springer, Cham. 2019

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- Ceschi, A., Costantini, A., Phillips, S., & Sartori, R. (2017). The Career Decision Making Competence: a new construct for the Career Realm. *European Journal of Training and Development*. 41(1), 8-27. 2017
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Sartori, R., Costantini, A., & Ceschi, A. (2016). The indirect relationship between neuroticism and job performance in Italian trade workers: A Cross-sectional study. In A. Di Fabio (Ed.) Neuroticism: Characteristics, impact on job performance and health outcomes (pp. 61-74), New York, NY: Nova Science Publisher. 2016

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Ceschi, A., Dorofeeva, K., Sartori, R., Dickert, S., & Scalco, A. (2015). A Simulation of Householders' Recycling Attitudes Based on the Theory of Planned Behavior. In Bajo, J., Hernández, J. Z., Mathieu, P., Campbell, A., Fernández-Caballero, A., Moreno, M. N., ... & Botti, V. (Eds.), Trends in Practical Applications of Agents, Multi-Agent Systems and Sustainability (pp. 177-184). Cham, CH: Springer International Publishing. 2015

Ceschi, A., Scalco, A., Dickert, S., Sartori, R. (2015). Compassion and Prosocial Behavior. Is it Possible to Simulate them Virtually? In J. Bajo, J.Z. Hernández, P. Mathieu, A. Campbell, A. Fernández-Caballero, M. N. Moreno, ... V. Botti (Eds.), Advances in Intelligent Systems and Computing (pp. 207-214). Cham, CH: Springer International Publishing. 2015

Scalco, A., Ceschi, A., Sartori, R., & Rubaltelli, E. (2015). Exploring Selfish versus Altruistic Behaviors in the Ultimatum Game with an Agent-Based Model. In J. Bajo, J.Z. Hernández, P. Mathieu, A. Campbell, A. Fernández-Caballero, M. N. Moreno, ... V. Botti (Eds.). Advances in Intelligent Systems and Computing (pp. 199-206). Cham, CH: Springer International Publishing. 2015

Sartori, R., Ceschi, A., & Costantini, A., (2015). On decision processes in businesses, companies and organizations computed through a generative approach: the case of the agent-based modeling. International Journal of Business Research, 15(2), 25-38. 2015

Riccardo Sartori, Andrea Ceschi, Serena Cubico, Giuseppe Favretto (2014): Quality and quantity in the construction and validation of a psychological test for the assessment and selection of aspiring volunteer rescuers: the action-research in an Italian health association. Quality and Quantity 48 (6), 3037-3051 2014

Ceschi, A., Dorofeeva, K., & Sartori, R. (2014). Studying teamwork and team climate by using a business simulation: How communication and innovation can improve group learning and decision-making performance. European Journal of Training and Development, 38(3), 211-230. 2014

Riccardo Sartori, Andrea Ceschi, Andrea Scalco (2014) Differences between Entrepreneurs and Managers in Large Organizations: An Implementation of a Theoretical Multi-Agent Model on Overconfidence Results. In Omatu, S., Bersini, H., Corchado, J. M., Rodriguez, S., Pawlewski, P., & Bucciarelli, Distributed computing and artificial intelligence. Springer International Publishing (pp. 79-83) Cham, CH: Springer International Publishing. 2014

Andrea Ceschi, Riccardo Sartori, Enrico Rubaltelli (2014): Designing a Homo Psychologicus More Psychologicus: Empirical Results on Value Perception in Support to a New Theoretical Organizational-Economic Agent Based Model. In Omatu, S., Bersini, H., Corchado, J. M., Rodriguez, S., Pawlewski, P., & Bucciarelli, Distributed computing and artificial intelligence. Springer International Publishing (pp. 83-89). Cham, CH: Springer International Publishing. 2014

Andrea Ceschi, Dorina Hysenbelli, Riccardo Sartori, Giuseppe Tacconi (2013): Cooperate or Defect? How an Agent Based Model Simulation on Helping Behavior Can Be an Educational Tool. In Di Mascio, T., Gennari, R., Vittorini, P., & De la Prieta, F. (Eds.). Methodologies and intelligent systems for technology enhanced learning (pp. 189-196) Cham, CH: Springer International Publishing. 2013

Andrea Ceschi, Riccardo Sartori, Giuseppe Tacconi, Dorina Hysenbelli (2013) Business games and simulations: Which factors play key roles in learning. In Di Mascio, T., Gennari, R., Vittorini, P., & De la

Prieta, F. (Eds.). *Methodologies and intelligent systems for technology enhanced learning* (pp. 181-187) Cham, CH: Springer International Publishing. 2013

Sartori, R., Favretto, G. & Ceschi, A. (2013). The relationships between innovation and human and psychological capital in organizations: A review. *The Innovation Journal*, 18(3), 1-18. 2013

Sartori, R. & Ceschi, A. (2013). Assessment and development centers: judgment biases and risks of using idiographic and nomothetic approaches to collecting information on people to be evaluated and trained in organizations. *Quality & Quantity*, 47 (6), 3277-3288. 2013

Ceschi, A., Sartori, R., Rubaltelli, E. (2012). Biases, reasoning and personality in Finance. *Cognitive. International Journal of Psychology*, 47(1), 109-151. 2012

Sartori, R. & Ceschi, A. (2011). Uncertainty and its perception: experimental study of the numeric expression of uncertainty in two decisional contexts. *Quality & Quantity*, 45(1), 187-198. 2011

● RESEARCH MEMBERSHIP

01/02/2020 - CURRENT

Member of the European Academy of Occupational Health Psychology (EAOHP)

29/05/2019 - 01/06/2019

Member of the Advisory Committee of the EAWOP 2019

Member of the Advisory Committee of the EAWOP2019 Congress held in Turin, Italy

15/05/2018 - CURRENT

Registration with the Order of Psychologists of Veneto, Register A

05/04/2018 - 05/04/2024

ASN enabled for second-tier functions in the sector 11 E/3

01/01/2015 - CURRENT

Co-founder and Scientific Director of the Research Group APRESO

Co-founder and Scientific director of the Research Centre APRESO (Applied Research in Society and Organizations - www.apreso.org) of University of Verona, which brings together Italian and foreign scholars and professionals interested in issues concerning social and organizational phenomena. Main director: Prof. Riccardo Sartori (M-PSI/06).

01/01/2015 - CURRENT

Member of the Italian Association of Psychology (AIP) - Organizational Psychology section

29/06/2014 - CURRENT

Membership award assigned by the International Academy of Business and Economics (IABE)

01/01/2014 - CURRENT

Member of the CARVET Research Centre

Member of the Research Centre CARVET (Center for Action Research in Vocational Education and Training - www.carvet.org) of the University of Verona that conducts research and interventions in the field of vocational training. Director: Prof. Riccardo Sartori (M-PSI/06).

01/01/2014 - CURRENT

Member of the European Association of Work Psychology and Organization (EAWOP).

Member of the European Association of Work Psychology and Organization (EAWOP).

01/01/2014 - CURRENT

Member of the European Association of Work and Organizational Psychology (EAWOP)

01/01/2011 - CURRENT

Member of the Research Team of the University of Verona, Human Sciences Department: Psychological capital and well-being in organizations: health, depression and anxiety

Member of the Research Team of the University of Verona, Human Sciences Department: Psychological capital and well-being in organizations: health, depression and anxiety. Director: Prof. Monica Pedrazza (M-PSI/05), Prof. Riccardo Sartori (M-PSI/06).

01/01/2011 - CURRENT

Member of the Research Team of the University of Verona, Human Sciences Department: Psychological assessment and decision making in individuals, groups and organizations

Member of the Research Team of the University of Verona, Human Sciences Department: Psychological assessment and decision making in individuals, groups and organizations. Directors: Prof. Massimo Bellotto (M-PSI/06), Prof. Riccardo Sartori (M-PSI/06).

● **GRANTS**

01/10/2023 - 30/09/2026

Co-designing and co-tutorship of no.1 PhD scholarship

Co-designing and co-tutorship of no.1 PhD scholarship entitled: "Developing an Advanced and Intelligent Ontology to Improve the Engagement of Patients with Neurodegenerative Diseases: Strategies and Outcomes under the NRP Framework" under the call for proposals "Award of no. 77 PhD scholarships of which no. 75 funded on Next Generation EU - PNRR funds ex D.M. 117/2023 and 118/2023 and no. 2 funded under the Extended Partnership "HEAL ITALY", theme "6. Innovative diagnostics and therapies in precision medicine" Notice of Competition for admission to PhD Courses XXXIX cycle, academic year 2023/2024".

01/10/2023 - 30/09/2026

Co-designing and co-tutorship of no.1 PhD scholarship

Co-designing and co-tutorship of no.1 PhD scholarship entitled: "Environmental hazards in mountainous terrain: cue-based technologies serving the development of emergency health worker soft skills" under the call for proposals "Award of no. 77 PhD scholarships of which no. 75 funded on Next Generation EU - PNRR funds ex D.M. 117/2023 and 118/2023 and no. 2 funded under the Extended Partnership "HEAL ITALY", theme "6. Innovative diagnostics and therapies in precision medicine" Notice of Competition for admission to PhD Courses XXXIX cycle, academic year 2023/2024".

01/10/2023 - 30/09/2026

Designing and tutorship of no.1 PhD scholarship

Designing and tutorship of no.1 PhD scholarship entitled: "Evaluation of public policies for innovation, economic development and spatial development" under the call for proposals "Award of no. 77 PhD scholarships of which no. 75 funded on Next Generation EU - PNRR funds ex D.M. 117/2023 and 118/2023 and no. 2 funded under the Extended Partnership "HEAL ITALY", theme "6. Innovative diagnostics and therapies in precision medicine" Notice of Competition for admission to PhD Courses XXXIX cycle, academic year 2023/2024".

01/10/2023 - 30/09/2026

Co-designing and co-tutorship of no.1 PhD scholarship

Co-designing and co-tutorship of no.1 PhD scholarship entitled: "Analysis of resistance to the adoption of digital eHealth tools by patients with chronic conditions: individual, environmental factors and change

management strategies" under the call for proposals "Award of no. 77 PhD scholarships of which no. 75 funded on Next Generation EU - PNRR funds ex D.M. 117/2023 and 118/2023 and no. 2 funded under the Extended Partnership "HEAL ITALY", theme "6. Innovative diagnostics and therapies in precision medicine" Notice of Competition for admission to PhD Courses XXXIX cycle, academic year 2023/2024".

01/10/2023 - 30/09/2026

Co-designing and co-tutorship of no.1 PhD scholarship

Co-designing and co-tutorship of no.1 PhD scholarship entitled: "Innovative strategies for employment inclusion of older people in Italy: coping with rising retirement age in the digital context" under the call for proposals "Award of no. 77 PhD scholarships of which no. 75 funded on Next Generation EU - PNRR funds ex D.M. 117/2023 and 118/2023 and no. 2 funded under the Extended Partnership "HEAL ITALY", theme "6. Innovative diagnostics and therapies in precision medicine" Notice of Competition for admission to PhD Courses XXXIX cycle, academic year 2023/2024".

01/10/2023 - 30/09/2026

Co-designing and co-tutorship of no.1 PhD scholarship

Co-designing and co-tutorship of no.1 PhD scholarship entitled: "Active labor policies and employability: an empirical evidence-based study for public policy reform" under the call for proposals "Award of no. 77 PhD scholarships of which no. 75 funded on Next Generation EU - PNRR funds ex D.M. 117/2023 and 118/2023 and no. 2 funded under the Extended Partnership "HEAL ITALY", theme "6. Innovative diagnostics and therapies in precision medicine" Notice of Competition for admission to PhD Courses XXXIX cycle, academic year 2023/2024".

01/10/2023 - 30/09/2026

Co-designing and co-tutorship of no.1 PhD scholarship

Co-designing and co-tutorship of no.1 PhD scholarship entitled: "Organizational communication strategies: analysis of best practices and development of new systems based on empirical data for universities, businesses, and local governments" under the call for proposals "Award of no. 77 PhD scholarships of which no. 75 funded on Next Generation EU - PNRR funds ex D.M. 117/2023 and 118/2023 and no. 2 funded under the Extended Partnership "HEAL ITALY", theme "6. Innovative diagnostics and therapies in precision medicine" Notice of Competition for admission to PhD Courses XXXIX cycle, academic year 2023/2024".

01/10/2022 - 01/10/2025

Co-designing and co-tutorship of no.1 PhD scholarship

Co-designing and co-tutorship of no.1 PhD scholarship entitled: "Innovative products for PAs for the social and labor inclusion of individuals with disabilities" under the call for proposals "Award of No. 45 PNRR PhD scholarships - DD.MM. 351 and 352 of 09.04.2022. Notice of Competition for Admission to PhD Courses, XXXVIII cycle, academic year 2022/2023".

01/10/2022 - 01/10/2025

Co-designing and co-tutorship of no.1 PhD scholarship

Co-designing and co-tutorship of no.1 PhD scholarship entitled: "Innovative products for PAs to promote social and labor inclusion of marginal subjects" under the call for proposals "Awarding of No. 45 PNRR PhD scholarships - DD.MM. 351 and 352 of 09.04.2022. Notice of Competition for Admission to PhD Courses, XXXVIII cycle, academic year 2022/2023".

01/10/2022 - 01/10/2025

Co-designing and co-tutorship of no.1 PhD scholarship

Co-designing and co-tutorship of no.1 PhD scholarship entitled: "Strategies and models for the prevention of employee burnout in call centers" under the call for proposals "Award of no. 45 PNRR doctoral fellowships -

DD.MM. 351 and 352 of 09.04.2022. Notice of Competition for Admission to PhD Courses, XXXVIII cycle, academic year 2022/2023."

10/05/2022 - CURRENT

Scientific Responsible for the competitive call MISE Innovation (2022 edition)

Scientific Responsible for the competitive call MISE (Ministero delle Imprese e del Made in Italy) Innovation (2022 edition). Project title: "TALIA (inTelligent vocAL biomarkers for pathology early detection and follow-up Assessment)".

31/03/2022 - CURRENT

Scientific Co-responsible for the competitive call PRIN (2022 edition)

Scientific Co-responsible for the competitive call PRIN (Progetti di Rilevante Interesse Nazionale) (2022 edition). Project title: "AGILITY: Develop and sustain high quality agile working (AGile high-quaLITY work)".

23/03/2022 - CURRENT

Scientific Responsible for the competitive call Erasmus+ (2022 edition)

Scientific Responsible for the competitive call Erasmus+ (2022 edition). Project title: "SwitchOff: supporting worker's well being during remote work". KA2 Erasmus+ coordinated by Akademia Humanistyczno-Ekonomiczna w Lodzi.

16/03/2022 - CURRENT

Scientific Co-responsible for the competitive call Education KA3 Erasmus+ (2022 edition)

Scientific Co-responsible for the competitive call Education KA3 Erasmus+ (2022 edition). Project title: "AI Pioneers: AI and the future of Education". KA3 Erasmus+ coordinated by the Bremen Institute.

23/03/2022 - CURRENT

Scientific Responsible for the competitive call PRIN (2022 PNRR edition)

Scientific Responsible for the competitive call PRIN (Progetti di Rilevante Interesse Nazionale) (2022 PNRR edition). Project title: "Recovery at work nowadays".

15/01/2021 - CURRENT

Scientific Responsible for the competitive call Erasmus+ (2020 edition)

Scientific Responsible for the competitive call Erasmus+ (2020 edition). Project title: "NERDVET: Think Smart! enhancing critical thinking skills and media literacy in VET". KA3 Erasmus+ coordinated by Enaip Net Impresa Sociale Societa Consortile Srl.

15/06/2020 - CURRENT

Scientific Co-responsible for a competitive call Cariverona (2018 edition)

Scientific Co-responsible for the competitive call Cariverona (2018 edition). Project title: "E-FraLit: Employability and Fragile Literacies: "How to enhance employability in fragile-literacy groups: testing an integrate psycho-linguistic intervention model".

01/10/2021 - 30/09/2022

Scientific Responsible for the competitive Post-Doc grant in the scientific-disciplinary field M-PSI/06 Work and Organizational Psychology

Scientific Responsible for the competitive Post-Doc grant in the scientific-disciplinary field M-PSI/06 Work and Organizational Psychology, for the implementation of the research program "Enhancing vocational education and training students through an interdisciplinary approach through the promotion of transversal skills; processes of subjectification of work (meaning-making & meaningful work) and cognitive skills (critical thinking and media literacy)."

01/10/2021 - 30/09/2022

Scientific Responsible for the competitive Post-Doc grant in the scientific-disciplinary field M-PSI/06 Work and Organizational Psychology

Scientific Responsible for the competitive Post-Doc grant in the scientific-disciplinary field M-PSI/06 Work and Organizational Psychology, for the implementation of the research program "GAME-BASED LEARNING 4 I-VET"

01/03/2022 - 01/09/2022

Scientific Co-responsible for the activities of no.1 research grant

Scientific Co-responsible for the activities of the research grant titled "Organizational Wellness - HR ACADEMY 2.0: innovation in human resource management" financed with research funds devolved from Apiservizi S.r.l., via Albere, 21/C - 37138 Verona (VR), as part of the project financed by Regione Veneto n. 3876-0001-497-2021.

01/01/2022 - 01/09/2022

Scientific Responsible for the activities of no.1 animation grant

Scientific Responsible for the activities of the animation grant titled "UNITI - Territorial Animation Grant" financed with research funds devolved by PRISMA Società Cooperativa Sociale Consortile, Viale Crispi 87 36100 Vicenza (VI), related to the project financed by Regione Veneto No. 719-0001-73-2021.

20/09/2021 - 20/03/2022

Scientific Responsible for the activities of no.1 research grant

Scientific Responsible for the activities of the research grant titled "PASSI: Territorial Pacts and ATS for Scaliger Inclusion Services" financed with research funds devolved from Lavoro & Società scarl, via Aeroporto Angelo Berardi, 9 - 37139 Verona (VR), related to the project financed by Regione Veneto No. 4363-0001-73-2021.

20/09/2021 - 20/03/2022

Scientific Responsible for the activities of no.1 research grant

Scientific Responsible for the activities of the research grant titled "Designing Integration and Methods for Inclusion in Berica Area" funded with research funds devolved by PRISMA Società Cooperativa Sociale Consortile, Viale Crispi, 87 - 36100 Vicenza (VI), related to the project financed by Regione Veneto No. 719-0001-73-2021.

01/10/2019 - 30/09/2021

Scientific Responsible for the competitive call Erasmus+ (2019 edition)

Scientific Responsible for the competitive call Erasmus+ (2019 edition). Project title: "Tackle-AI". KA2 Erasmus+ coordinated by Universitatet Bremen.

01/01/2021 - 01/08/2021

Scientific Responsible for the activities of no.2 animation grants

Scientific Responsible for the activities of no.2 animation grants titled "Designing integration and methods for inclusion in the Berica area" financed with research funds devolved by PRISMA Società Cooperativa Sociale Consortile, Viale Crispi, 87 - 36100 Vicenza (VI), related to the project financed by Regione Veneto No. 719-0001-73-2021.

21/04/2020 - 30/06/2021

Scientific Responsible for the competitive call Verona formAZIONE & Salute (2020 edition)

Scientific Responsible for the competitive call Verona formAZIONE & Salute (2020 edition). Project title: "Safety Takes Flight: development of an a hoc intervention in the helicopter ambulance sector for the prevention of burnout through development of NOTECHS and work recovery" coordinated by Azienda U.L.S.S. n. 9 Scaligera.

21/03/2018 - 21/03/2020

Scientific Co-responsible for the competitive call Erasmus+ (2018 edition)

Scientific Co-responsible for the competitive call Erasmus+ (2018 edition). Project title: "Erasmus+ projects - TEACH-VET". KA2 Erasmus+ coordinated by ITB Bremen.

15/11/2019 - 15/01/2020

Scientific Responsible for the competitive call Cooperint (2018 edition)

Scientific Responsible for the competitive call Cooperint (2018 edition). Project title: "The harmful combination between the risky use of mobile phone and job strain: empirical research on health-compromising behaviours among commuters".

01/02/2017 - 01/02/2018

Winner of a competitive Post-Doc renewal

Winner of a competitive Post-Doc renewal for an intradepartmental co-financing financed by the Department of Human Sciences, University of Verona. Project title: "Modeling decision processes and behaviors in organizations" (2017/18-2018/19).

01/09/2015 - 01/09/2017

Scientific Co-responsible for the competitive call Erasmus+ (2015 edition)

Scientific Co-responsible for the competitive call Erasmus+ (2015 edition). Project title: "Smart practice - Empowering Entrepreneurial Skills in Higher Education". KA2 Erasmus+ coordinated by Kaunas Chamber of Commerce Industry and Crafts.

19/04/2017 - 19/04/2017

Scientific Responsible for the competitive call financed by AIP (2017 edition)

Scientific Responsible for the competitive call financed by AIP (2017 edition). Project title: "Formative interventions of positive psychology in organisations: Promotion of job crafting".

15/01/2017 - 15/03/2017

Scientific Co-responsible for the competitive call Cooperint (2016 edition)

Scientific Co-responsible for the competitive call Cooperint (2016 edition). Project title: "The decision-making competence (DMC) of entrepreneurs and managers".

01/02/2016 - 01/02/2017

Winner of a competitive Post-Doc renewal

Winner of a competitive Post-Doc renewal for an intradepartmental co-financing financed by the Department of Human Sciences, University of Verona. Project title: "Modeling decision processes and behaviors in organizations" (2016/17).

01/09/2016 - 01/11/2016

Scientific Co-responsible for the competitive call Cooperint (2015 edition)

Scientific Co-responsible for the competitive call Cooperint (2015 edition). Project title: "Psychological mechanisms underlying charitable giving from an organizational perspective".

13/09/2016 - 15/09/2016

Scientific Co-responsible for the competitive call financed by EAWOP (2016 edition)

Scientific Co-responsible for the competitive call financed by EAWOP (2016 edition). Project title: "Advanced Modeling. New methods for studying individual differences and dynamics in organizations".

05/05/2016 - 05/07/2016

Scientific Co-responsible for the competitive call for Cooperint (2015 edition)

Scientific Co-responsible for the competitive call for Cooperint (2015 edition). Project title: "The role of decision-making competence in employability".

01/02/2015 - 01/02/2016

Winner of a competitive Post-Doc grant

Winner of a competitive Post-Doc grant of an intradepartmental co-financing financed by the Department of Human Sciences, University of Verona: "Modeling decision processes and behaviors in organizations" (A.A. 2015/16).

15/10/2015 - 15/12/2015

Scientific Co-responsible for the competitive call for Cooperint (2015 edition)

Scientific Co-responsible for the competitive call for Cooperint (2015 edition). Project title: "The decision-making competence as predictor of employability and job performance".

01/06/2015 - 01/08/2015

Scientific Co-responsible for the competitive call Cooperint (2015 edition)

Scientific Co-responsible for the competitive call Cooperint (2014 edition). Project title: "Decision-Making Competence (DMC) Is an Untapped Factor for Predicting Risk Behavior".

01/04/2013 - 01/10/2013

Scientific Co-responsible for the competitive call Cooperint (2012 edition)

Scientific Co-responsible for the competitive call Cooperint (2012 edition). Project title: "Modeling human behavior in socio-economic organizations using agent-based model".

01/05/2013 - 31/08/2013

Scientific Co-responsible for the competitive call for Cooperint (2012 edition)

Scientific Co-responsible for the competitive call for Cooperint (2012 edition). Project title: "Decision-making under uncertainty and risk".

01/05/2013 - 01/08/2013

Scientific Co-responsible for the competitive call Cooperint (2012 edition)

Scientific Co-responsible for the competitive call Cooperint (2012 edition). Project title: "Developing an empirical taxonomy of heuristics and biases".

01/04/2013 - 01/08/2013

Scientific Co-responsible for the competitive call Erasmus Placement (2012 edition)

Scientific Co-responsible for the competitive call Erasmus Placement (2012 edition). Project title: "Studying decisions in organizations by using Agent Based Model simulations".

01/04/2013 - 01/08/2013

Scientific Co-responsible for the competitive call Cooperint (2012 edition)

Write Scientific Co-responsible for the competitive call Cooperint (2012 edition). Project title: " Modeling human behavior in socio-economic organizations using agent based model ". here the description...

01/05/2012 - 01/09/2012

Scientific Co-responsible for the competitive call Cooperint (2011 edition)

Scientific Co-responsible for the competitive call Cooperint (2011 edition). Project title: "Developing an empirical taxonomy of heuristics and biases".

● EDITORIAL BOARD

01/01/2020

Ad-hoc reviewer for the Journal: "European Journal of Work and Organizational Psychology"

01/01/2020

Ad-hoc reviewer for the Journal: "European Journal of Training and Development"

01/01/2020

Ad-hoc reviewer for the Journal: "Research in Personality"

01/01/2017

Ad-hoc reviewer for the Journal: "Plose One"

01/01/2017

Ad-hoc reviewer and Guest Editor of the Journal: "Nonlinear Dynamics, Psychology, and Life Sciences" for the Special Issue on: "Advanced Modeling Methods for Organizational Dynamics"

01/01/2017

Ad-hoc reviewer for the Journal: "Psicologia Sociale"

01/01/2017

Ad-hoc reviewer for the Journal: "Risk Analysis"

01/01/2016

Ad-hoc reviewer for the Journal: "Mind & Society"

01/01/2016

Associate Editor for the Journal: "Frontiers - Organizational Psychology"

01/01/2021

Associate Editor for the Journal: "Informing Science"

● ACADEMIC APPOINTMENTS

31/10/2017

Winner of the Best Paper for the Journal Risk Analysis (2017 edition)

Winner of the Best Paper for the Journal Risk Analysis (2017 edition) by Madison Sween, Andrea Ceschi, Francesco Tommasi, Riccardo Sartori and Joshua Weller (2017). "Who is a Distracted Driver? Associations Between Mobile Phone Use While Driving, Domain-Specific Risk-Taking, and Personality (IF=2.366; Scopus indexed; WOS indexed)".

07/05/2017

Thesis award for the second Master's Degree in Psychology

Thesis award for the second Master's Degree in Psychology, Psychology of Human Resources and Organizations, by the University of Trento and the trade unions CILS, CGIL and UIL as the best research study in the work field of 2016.

Thesis title: "Turning bad into good: The role of resilience and self-efficacy in the process of health degradation

in the JD-R model."

Thesis supervisor: Prof. Franco Fraccaroli (M-PSI/06).

04/06/2015

Scientific quality award by the University of Salamanca

Scientific quality award by the University of Salamanca, for the paper Scalco, A., Ceschi, A., Sartori, R., & Rubaltelli, E. (2015). Exploring Selfish versus Altruistic Behaviors in the Ultimatum Game with an Agent-Based Model. In J. Bajo, J.Z. Hernández, P. Mathieu, A. Campbell, A. Fernández-Caballero, M. N. Moreno, ... V. Botti (Eds.), Trends in Practical Applications of Agents, Multi-Agent Systems and Sustainability: The PAAMS Collection (pp. 199–206). Cham, CH: Springer International Publishing.

04/06/2014

Scientific quality award by the University of Salamanca

Scientific quality award by the University of Salamanca, for the paper: Andrea Ceschi, Riccardo Sartori, Enrico Rubaltelli (2014): Designing a Homo Psychologicus More Psychologicus: Empirical Results on Value Perception in Support to a New Theoretical Organizational-Economic Agent Based Model. Distributed Computing and Artificial Intelligence, 11th International Conference, 01/2014: chapter 10: pages 83-89; Springer International.

01/01/2014

Second place as best Ph.D. thesis in Organizational Psychology (2013/2014 edition) by the Italian Association for Psychology (AIP)- Section Psychology of Organizations.

Second place as best Ph.D. thesis in Organizational Psychology (2013/2014 edition) by the Italian Association for Psychology (AIP)- Section Psychology of Organizations.

Thesis title: "A generative decision theory. An agent-based computational approach for modelling, studying and making decisions in organizations".

Thesis supervisor: Prof. Riccardo Sartori (M-PSI/06).

15/12/2006

Thesis award, for the three-year Degree in Management of Training Processes, on topics of corporate interest, by the University of Verona Consortium (2006 edition)

Thesis award, for the three-year Degree in Management of Training Processes, on topics of corporate interest, by the University of Verona Consortium (2006 edition).

Thesis title: "Training for internationalisation: Formative procedures for small and medium sized local enterprises beyond borders".

Thesis supervisor: Prof. Giuseppe Favretto (M-PSI/06).

● **SYMPOSIUM, ORAL PRESENTATIONS, POSTER AND INTERVIEWS**

24/02/2023 - 24/02/2023

Organizer of the seminary "Employability and NRP: the GOL program between budgets and future prospects"

Organizer of the seminary co-financed by Lavoro & Società, 2023, University of Verona, Italy: "Employability and NRP: the GOL program between budgets and future prospects". Verona, Italy, February 24, 2023.

30/09/2022 - 30/09/2022

Oral presentation at the XXX Congress of the Italian Association of Psychology

Ceschi, A.; Sartori, R.; Zene, M., (2022). Reducing counterproductive behaviors via nudge-based interventions in organization. Oral presentation at the XXX Congress of the Italian Association of Psychology, Padua, Italy, September 27-30, 2022.

27/09/2022 - 30/09/2022

Oral presentation at the XXX Congress of the Italian Association of Psychology

Tommasi F., Sartori R., Michailidis E., & Ceschi A. (2022). "Though nothing will keep us together": mixed methods study of nurses' meaning in life and work. Oral presentation at the XXX Congress of the Italian Association of Psychology – Padua, Italy, September 27-30, 2022.

27/09/2022 - 27/09/2022

Oral presentation at the XXX Congress of the Italian Association of Psychology

Tommasi, F.; Ceschi, A.; Sartori, R.; Zene, M., (2022). Smart-working and work-life balance organizational policies: a case study. Oral presentation at the XXX Congress of the Italian Association of Psychology, Padua, Italy, September 27, 2022.

21/09/2022 - 24/09/2022

Oral presentation at ICCP - International Conference Community Psychology

Morandini, S., Zene, M., Ceschi, A. & Sartori, R. (2022). Fostering social inclusion in the Berica and Scaligera areas: a study on individuals carriers of fragilities. Oral presentation at ICCP - International Conference Community Psychology, Naples, Italy, September 21-24, 2022.

24/07/2022 - 27/07/2022

Oral presentation at PARENT - Ljubljana Training School

Ceschi, A. (2022). Job Placement for Early-Stage Researchers at the Third Training Event: Machine Learning for Neurodiagnostics. Oral presentation at PARENT - Ljubljana Training School, Ljubljana, Slovenia, July 24-27, 2022.

07/07/2022 - 07/07/2022

Oral contribution at 15th European Academy of Occupational Health Psychology Conference

Charalampous, M., Ceschi, A., Vignoli, M. (2022). How can technostress impact how remote E-workers feel and behave. An exploratory longitudinal study. Oral contribution at 15th European Academy of Occupational Health Psychology Conference, Bordeaux, France, July 7, 2022.

07/07/2022 - 07/07/2022

Oral contribution at 15th European Academy of Occupational Health Psychology Conference

Ceschi, A., Protti, V., Tommasi, F., Vignoli, M., Sartori, R. (2022, July). How remote-working management and diversity climate can affect perceived discrimination at work: a longitudinal study. Oral contribution at 15th European Academy of Occupational Health Psychology Conference, Bordeaux, France, July 7, 2022.

27/06/2022 - 27/06/2022

Oral presentation at FAMI - Networked agricultural labor market: between vulnerability, skills and digitization

Caputo, B., Ceschi, A., Sartori, R., Gostjimir, M. (2022). Engagement, taking charge, assessment and OML new competences. Oral presentation at FAMI - Networked agricultural labor market: between vulnerability, skills and digitization, Verona, Italy, June 27, 2022.

26/05/2022 - 26/05/2022

Oral presentation at VET4EU2 - ENAIP's pathway towards cooperation & partnership excellence from a local to european ecosystem, virtual conference

Ceschi, A. (2022). Building partnership with local stakeholders to spread and capitalize knowledge. Oral presentation at VET4EU2 - ENAIP's pathway towards cooperation & partnership excellence from a local to european ecosystem, virtual conference, May 26, 2022.

23/04/2022 - 25/04/2022

Oral presentation at InPACT - International Psychological Applications Conference and Trends

Sartori, R., Tommasi, F., Ceschi, A., Giusto, G., Morandini, S., Caputo, B., Gostimir, M. (2022). Fostering employability at work through job crafting. Oral presentation at InPACT - International Psychological Applications Conference and Trends, Madeira, Portugal, April 23-25, 2022.

23/04/2022 - 25/04/2022

Oral presentation at InPACT - International Psychological Applications Conference and Trends

Tommasi, F., Morandini, S., Meneghini, A. M., Ceschi, A., Sartori, R., & Gostimir, M. (2022). Why donate and for what? The pseudoinefficacy bias in donating behavior. Oral presentation at InPACT - International Psychological Applications Conference and Trends, Madeira, Portugal, April 23-25, 2022.

26/06/2021 - 28/06/2021

Oral presentation at END International Conference 2021

Tommasi, F., Ceschi, A., Gostimir, M., Perini, M., & Sartori, R. (2021). Game-based training: an effective method for reducing behavioural-finance biases. Oral presentation at END International Conference 2021, virtual conference, June 26-28, 2021.

24/04/2021 - 26/04/2021

Oral presentation at InPACT 2021 Conference – Psychological Applications and Trends

Tommasi, F., Ceschi, A., & Sartori, R. (2021). Person-environment misfit and mental disorder among PhD students: The mediating role of meaningful work. Oral presentation at InPACT 2021 Conference – Psychological Applications and Trends, virtual conference, April 24-26, 2021.

24/04/2021 - 26/04/2021

Oral presentation at InPACT 2021 Conference – Psychological Applications and Trends

Tommasi, F., Ceschi, A., & Sartori, R. (2021). Personal and Organizational Characteristics Antecedents of Meaningful Work. Oral presentation at InPACT 2021 Conference – Psychological Applications and Trends, virtual conference, April 24-26, 2021.

02/02/2021 - 02/02/2021

Co-organizer of the seminary "Include for work, work to include": how to enhance employability for adults affected by dyslexia or L2 level Italian"

Co-organizer of the seminary co-financed by Cariverona, 2021, University of Verona, Italy: "Include for work, work to include": how to enhance employability for adults affected by dyslexia or L2 level Italian". Verona, Italy, February 2, 2021.

19/11/2020 - 19/11/2020

Oral presentation at the AIP conference (Italian Association of Psychology) Psychology for Organizations Section

Ceschi A, Protti V., Vignoli M., Costantini A., Sartori R. (2020). Between cyberbullying and digital micro-aggression: How remote-working management can affect perceived discrimination at work. Oral presentation at the AIP conference (Italian Association of Psychology) Psychology for Organizations Section. Virtual conference, November 19, 2020.

31/10/2020 - 31/10/2020

Organizer of the seminary "Temporary Managers 4INNOVATION"

Organizer of the seminary (co-financed by Empeiria, 2020, University of Verona, Italy): Temporary Managers 4INNOVATION. Presentation of research results "Temporary manager as drivers of innovation processes". Verona, Italy, October 31, 2020.

30/05/2019 - 30/05/2019

Oral presentation at EAWOP (European Association of Work and Organizational Psychology)

Costantini, A., Demerouti, E., Ceschi, A., & Sartori, R. (2019). Intervention and communication processes to translate research into well-being at work: Evidence from research. In D. Rus (Chair) Interventions aimed at creating healthy workplaces. Oral presentation at EAWOP (European Association of Work and Organizational Psychology). Turin, Italy, May 30, 2019.

30/05/2019 - 30/05/2019

Oral presentation at EAWOP (European Association of Work and Organizational Psychology)

Ceschi, A., Costantini, A., Fraccaroli, F., & Sartori, R. (2019). Responding to burnout with "GRRR"! A training programme for enhancing GRit, Resilience and Recovery in the workplace (Part 1 – scientists' presentation). Oral presentation at EAWOP (European Association of Work and Organizational Psychology). Turin, Italy, May 30, 2019.

30/05/2019 - 30/05/2019

Oral presentation at EAWOP (European Association of Work and Organizational Psychology)

Ceschi, A., Gualandris, G., Malavasi, M., & Gostimir, M. (2019). Responding to burnout with "GRRR"! A training programme for enhancing GRit, Resilience and Recovery in the workplace (Part 2 – practitioner' presentation). Oral presentation at EAWOP (European Association of Work and Organizational Psychology). Turin, Italy, May 30, 2019.

29/05/2019 - 29/05/2019

Oral presentation at EAWOP (European Association of Work and Organizational Psychology)

Tommasi, F., Costantini, A., Cortese, G. C., Fiorin, M., Ceschi, A., & Sartori, R. (2019). Crafting the university experience. Application of job crafting theory to train students through behavioral change. Oral presentation at EAWOP (European Association of Work and Organizational Psychology). Turin, Italy, May 29, 2019.

29/05/2019 - 29/05/2019

Oral presentation at EAWOP (European Association of Work and Organizational Psychology)

Costantini, A., Demerouti, E., Ceschi, A., & Sartori, R. (2019). Wellbeing on the teachers' desk. Effects of a job crafting intervention to self-manage wellbeing at work. In R. De Cooman, (Chair) Job crafting intervention as a method to not lose valuable employees. Oral presentation at EAWOP (European Association of Work and Organizational Psychology). Turin, Italy, May 29, 2019.

02/02/2019 - 02/02/2019

Organizer of the seminary "WORK-STUDY-LIFE BALANCE. Combining life, work, and study: between theory and practice"

Organizer of the seminary co-financed by the CuCi department (Cultura e Civiltà), 2019, University of Verona, Italy, title: "WORK-STUDY-LIFE BALANCE. Combining life, work, and study: between theory and practice". Verona, Italy, February 2, 2019.

11/12/2018 - 11/12/2018

Organizer of the seminary "SAFETY TAKES FLIGHT Development and Validation of an Italian NOTECHS scale for assessing helicopter HEMS crew's non-technical skill"

Organizer of the seminary co-financed by Helicopters Italia, 2018, University of Verona, Italy: "SAFETY TAKES FLIGHT Development and Validation of an Italian NOTECHS scale for assessing helicopter HEMS crew's non-technical skill". Verona, Italy, December 11, 2018.

28/09/2018 - 28/09/2018

Oral presentation at AIP 2018 Conference – Psychology for Organizations

Costantini, A., Cortese, C. G., Fiorin, M., Ceschi, A., & Sartori, R. (2018). Crafting the university experience. Investigating the link between students' engagement, crafting behaviors and their effect on study resources and demands. Oral presentation at AIP 2018 Conference – Psychology for Organizations. Rome, Italy, September 28, 2018.

28/09/2018 - 28/09/2018

Oral presentation at AIP 2018 Conference – Psychology for Organizations

Costantini, A., Demerouti, E., Ceschi, A., & Sartori, R. (2018). A model explaining the predictors of job crafting. Testing the theory of planned behaviour through a latent change score approach. Oral presentation at AIP 2018 Conference – Psychology for Organizations. Rome, Italy, September 28, 2018.

15/09/2018 - 15/09/2018

Oral presentation at 6th SCF International Conference on “Economic and Social Impacts of Globalization and Liberalization”

Sartori, R., Costantini, A., Ceschi, A., & Tommasi, F. (2018). Innovation at the age of globalization: A review of the psychological and economic aspects fostering change in organizations. Oral presentation at 6th SCF International Conference on “Economic and Social Impacts of Globalization and Liberalization”. Antalya, Turkey, September 15, 2018.

06/09/2018 - 06/09/2018

Oral presentation at 13th European Academy of Occupational Health Psychology Conference - EAOHP

Costantini, A., Demerouti, E., Ceschi, A., & Sartori, R. (2018). A job crafting intervention based on the theory of planned behaviour. Effects on cognitions, behaviour and work engagement. Oral presentation at 13th European Academy of Occupational Health Psychology Conference - EAOHP. Lisbon, Portugal, September 6, 2018.

06/09/2018 - 06/09/2018

Oral presentation at 13th European Academy of Occupational Health Psychology Conference - EAOHP

Costantini, A., Demerouti, E., Ceschi, A., & Sartori, R. (2018). A model explaining the predictors of job crafting. Testing the theory of planned behaviour through a latent change score approach. Oral presentation at 13th European Academy of Occupational Health Psychology Conference - EAOHP. Lisbon, Portugal, September 6, 2018.

21/06/2018 - 21/06/2018

Oral presentation at 2018 EAOPH conference

Costantini, A., Sartori, R., & Ceschi, A. (2018). Job crafting paving the way towards workplace innovation. Testing the effect of a workplace intervention based on job crafting. Oral presentation at 2018 EAOPH conference. Reykjavik, Iceland, June 21, 2018.

28/09/2017 - 29/09/2017

Oral presentation at the Small Group Meeting “New Directions in Burnout Research” (EAWOP)

Costantini, A., & Ceschi, A. (2017). Burnout and Loss Aversion: how high-value losses (HVLs) on the job can expose aid workers to burnout (Second Study). Oral presentation at the Small Group Meeting “New Directions in Burnout Research” (EAWOP). Utrecht, Holland, September 28-29, 2017 .

28/09/2017 - 29/09/2017

Oral presentation at the Small Group Meeting “New Directions in Burnout Research” (EAWOP)

26/05/2017 - 27/05/2017

Oral presentation at Healthier societies fostering healthy organizations: A cross-cultural perspective

De Paola, F., Ceschi, A., Costantini, A., Noventa, S., & Sartori, R. (2017). A new resource-based intervention for enhancing job performance and well-being at work. Oral presentation at Healthier societies fostering healthy organizations: A cross-cultural perspective. Symposium: Wellbeing at work. Florence University, Italy, May 26-27, 2017.

17/05/2017 - 20/05/2017

Oral presentation at EAWOP 2017

Ceschi, A., Costantini, A., Sartori, R., & Weller, J. (2017). The Decision-Making Competence (DMC) between Entrepreneurs and Managers. Oral presentation at EAWOP 2017. Dublin, Ireland, May 17-20, 2017.

17/05/2017 - 20/05/2017

Oral presentation at EAWOP 2017

De Paola, F., Costantini, A., Ceschi, A., Sartori, R., & Noventa, S. (2017). Improving cognitive personal resources and meaningfulness: A resource-based intervention. Oral presentation at EAWOP 2017. Section: Interventions, consulting. Dublin, Ireland, May 17-20, 2017.

17/05/2017 - 20/05/2017

Oral presentation at EAWOP 2017

Ceschi, A., Demerouti, E., Sartori, R., & Noventa S. (2017). Debiasing training plus Job Crafting intervention. Performing better by improving decision-making processes on-the-job. In Demerouti, E. (2017), Symposium: Positive organizational behaviour. Oral presentation at EAWOP 2017 (European Association of Work and Organizational Psychology). Dublin, Ireland, May 17-20, 2017.

17/05/2017 - 20/05/2017

Oral presentation at EAWOP 2017

Costantini, A., De Paola, F., Ceschi, A., Sartori, R., & Noventa, S. (2017). Learning at the workplace: the role of job crafting on employability enhancement. Oral presentation at EAWOP 2017. Section: Positive organizational behaviour, personal growth and happiness. Dublin, Ireland, May 17-20, 2017.

19/04/2017 - 19/04/2017

Organizer of the seminary "Formative interventions of positive psychology in organizations. Promotion of job crafting"

Organizer of the Small Group Meeting co-financed by the AIP (Associazione Italiana di Psicologia), 2017, University of Verona, Italy, titled: "Formative interventions of positive psychology in organizations. Promotion of job crafting". Verona, Italy, April 19, 2017

14/03/2017 - 16/03/2017

Oral presentation at VET Congress 2017

Costantini, A., Ceschi, A., Sartori, R., Perini, M., & Tacconi, G. (2017). Discovering the interplay between situational and dispositional factors leading to career decidedness. Oral presentation at VET Congress 2017 – Paper session: Psychology. Zollikofen, Switzerland, March 14-16, 2017.

08/02/2017 - 08/02/2017

Oral presentation at CDR Seminar – Centre for Decision Research

Ceschi, A., Sartori, A., & Costantini, A. (2017). Linking advances in decision-making research to industrial and organizational (I/O) psychology. Oral presentation at CDR Seminar – Centre for Decision Research, Leeds University Business School. Leeds, United Kingdom, February 08, 2017.

26/11/2016 - 26/11/2016

Oral presentation at AIP 2016

Sartori, R., Costantini, A., Ceschi, A., & Scalco, A. (2017). Career prospects between guidance and decisions. A qualitative-quantitative survey of 815 participants from various second-level educational institutions. Oral presentation at AIP 2016 – Organizational Psychology section. Pavia, Italy, November 26, 2016.

26/11/2016 - 26/11/2016

Oral presentation at AIP 2016

Costantini, A., Sartori, R., Ceschi, A., & De Paola, F. (2016). Percepirsi ed essere percepiti occupabili. Studio sulle relazioni fra capitale umano, percezione individuale e valutazione etero attribuita di occupabilità e utilità dei percorsi di politiche attive. Oral presentation at AIP 2016 – Organizational Psychology section. Pavia, Italy, November 26, 2016.

19/09/2016 - 23/09/2016

Oral presentation at 6th Social Simulation Conference (SSC-16)

Scalco, A., Jager, W., Bolderdijk, J., W., Lisciandra, C., Sartori R., & Ceschi, A. (2016). Green Consumer Behavior: Simulating the Diffusion of Sustainable Food inside Grocery Stores. Oral presentation at 6th Social Simulation Conference (SSC-16), the joint meeting of ESSA, PAAA, and CSSSA. Rome, Italy, September 19, 2016.

14/09/2016 - 16/09/2016

Oral presentation at EAWOP 2016

Scalco, A., Ceschi, A., & Sartori, R. (2016). Ajzen's Theory as a cognitive framework for agent-based modeling: A general evaluation and proposal. Oral presentation at EAWOP Small Group Meeting 2016 – Advanced Modeling. New methods for studying individual differences and dynamics in organizations. Verona, Italy, September 14-16, 2016.

14/09/2016 - 16/09/2016

Oral presentation at EAWOP 2016

Ceschi, A., Jager, W., Dickert, S., Sartori, R., Scalco, A., & Costantini, A. (2016). Advancing in prosocial behavior simulations. Oral presentation at EAWOP Small Group Meeting 2016 – Advanced Modeling. New methods for studying individual differences and dynamics in organizations. Verona, Italy, September 14-16, 2016.

13/09/2016 - 15/09/2016

Organizer of the seminary "New methods for studying individual differences and dynamics in organizations"

Organizer and co-ordinator of the EAWOP Small Group Meeting - Advanced Modeling. New methods for studying individual differences and dynamics in organizations, 2016. Verona, Italy, September 13-15, 2016.

13/09/2016 - 15/09/2016

Oral presentation at EAWOP 2016

Costantini, A., Murino, M., Ceschi, A., & Sartori, R. (2016). An algorithm approach for studying individual differences in counterproductive work behavior. Oral presentation at EAWOP

Small Group Meeting 2016 – Advanced Modeling. New methods for studying individual differences and dynamics in organizations. Verona, Italia, September 13-15, 2016.

13/09/2016 - 15/09/2016

Oral presentation at EAWOP 2016

Sartori, R., Ceschi, A., Scalco, A., Costantini, A., & Rubaltelli E. (2016). Different perspectives for modeling organizations. A lens-information theory. Oral presentation at EAWOP Small Group Meeting 2016 – Advanced Modeling. New methods for studying individual differences and dynamics in organizations. Verona, Italia, September 13-15, 2016.

13/09/2016 - 15/09/2016

Oral presentation at EAWOP 2016

Ceschi, A., Dickert, S., Sartori, R., Scalco, A., & Costantini, A. (2016). Nudges for waste management: An ABM to predict the recycling behavior. Oral presentation at EAWOP Small Group Meeting 2016 – Advanced Modeling. New methods for studying individual differences and dynamics in organizations. Verona, Italia, September 13-15, 2016.

18/06/2016 - 18/06/2016

Oral presentation at IABE 201

Ceschi, A., Costantini, A., Scalco, A., Charkhabi, M., & Sartori, R. (2016). The relationship between personality trait and job performance in business workers and employees' perception. In A. Corvino (Chair) Track: Management. Oral presentation at IABE 2016 – Summer Conference. Pisa, Italy, June 18, 2016.

28/05/2016 - 01/06/2016

Oral presentation at Western Psychological Association

Hirsch, L. A., Ceschi, A., Sartori, R., & Weller, J. (2016). Are Honest People More Rational? Associations Between Personality and Decision-Making. Oral presentation at Western Psychological Association. California, USA, April 28-01, 2016.

19/02/2016 - 19/02/2016

Co-organizer of the event "The conciliatory consultant. Perspectives on work-life balance in the organization"

Co-organizer of the event funded by the University of Verona, with the collaboration of Variazioni Srl, T2i Verona, Banco Popolare di Verona, 2016, titled: "The conciliatory consultant. Perspectives on work-life balance in the organization". Verona, Italy, February 19, 2016.

15/12/2015 - 15/12/2015

Oral presentation at the 15th European Congress of Psychology

Charkhabi, M., Scalco, A., Ceschi, A., & Sartori, R. (2015). The Contribution of Computer Science in Research and Educational Domains in the Field of Organizational Psychology. Oral presentation at the 15th European Congress of Psychology. Milan, Italy, December 15, 2015.

17/09/2015 - 19/09/2015

Oral presentation at AIP 2015

Sartori, R., Costantini, A., Ceschi, A., & Caputo, B. (2015) The assessment of the employability characteristics of the recipients of active employment policies. Oral presentation at AIP 2015 – Sezione Organizzazioni. Palermo,

Italia, September 17-19, 2015.

17/09/2015 - 19/09/2015

Oral presentation at AIP 2015

Costantini, A., Turchet, C., Sartori, R. & Ceschi, A. (2015) Return to work after maternity leave: a study on the relationship between organizational policies, perceived support and levels of work-family balance in determining commitment, engagement and career satisfaction. Oral presentation at AIP 2015 - Sezione Organizzazioni. Palermo, Italy, September 17-19, 2015.

14/09/2015 - 18/09/2015

Oral presentation at 11th Conference of the European Social Simulation Association (ESSA-15)

Scalco, A., Ceschi, A., & Sartori, R. (2017). The Pursuit of Happiness: A Model of Group Formation. Oral presentation at 11th Conference of the European Social Simulation Association (ESSA-15). Groningen, Holland, September 14-18, 2015.

14/09/2015 - 18/09/2015

Oral presentation at 11th Conference of the European Social Simulation Association (ESSA-15)

Ceschi, A., Jager, W., Dickert, S., Sartori, R. & Scalco, A., (2015). How to simulate prosocial behavior and its determinants. Oral presentation at 11th Conf. of the European Social Simulation Association (ESSA-15). Groningen, Holland, September 14-18, 2015.

07/07/2015 - 10/07/2015

Oral presentation at 14th European Cong. of Psychology (ECP-15)

Charkhabi, M., Scalco, A., Ceschi, A., (2015). Agent-Based Modeling Method: New Linkage of Computer Science and Organizational Psychology. Oral presentation at 14th European Cong. of Psychology (ECP-15). Milano, Italy, July 07-10, 2015.

18/06/2015 - 20/06/2015

Oral presentation at IABE

Ceschi, A., Sartori, R., & Costantini, A., (2015). On decision processes in businesses, companies and organizations computed through a generative approach: the case of the agent-based modeling. Oral presentation at IABE (International Academy of Business and Economics), Summer Conference - Research/Teaching Excellence in Business and Economics. Rome, Italy, June 18-20, 2015.

03/06/2015 - 05/06/2015

Oral presentation at PAAMS

Scalco, A., Ceschi, A., Sartori, R., & Rubaltelli, E. (2015). Exploring Selfish versus Altruistic Behaviors in the Ultimatum Game with an Agent-Based Model. Oral presentation at PAAMS (Practical Applications of Agents and Multi-Agent Systems). Salamanca, Spain, June 03-05, 2015.

03/06/2015 - 05/06/2015

Oral presentation at PAAMS

Ceschi, A., Scalco, A., Dickert, S., & Sartori, R. (2015). Compassion and Prosocial Behavior. Is it Possible to Simulate them Virtually? Oral presentation at PAAMS (Practical Applications of Agents and Multi-Agent Systems). Salamanca, Spain, June 03-05, 2015.

03/06/2015 - 05/06/2015

Oral presentation at PAAMS

Ceschi, A., Dorofeeva, K., Sartori, R., Dickert, S., & Scalco, A. (2015). A Simulation of Householders' Recycling Attitudes Based on the Theory of Planned Behavior. Oral presentation at PAAMS (Practical Applications of Agents and Multi-Agent Systems). Salamanca, Spain, June 03-05, 2015.

20/05/2015 - 23/05/2015

Oral presentation at EAWOP 2015

Ceschi, A., Scalco, A. & Sartori, R. (2015). "Using a Multi-agent System to Simulate the Organizational Behavior of Entrepreneurs and Managers". Oral presentation at EAWOP 2015. Oslo, Norway, May 20-23, 2015.

20/05/2015 - 23/05/2015

Oral presentation at EAWOP 2015

Sartori, R., Costantini A., Ceschi, A. & Scalco, A (2015). "Personality Dimensions and Job Performance: A Study on 204 Italian Trade Agents". Oral presentation at EAWOP 2015. Oslo, Norway, May 20-23, 2015.

20/05/2015 - 23/05/2015

Oral presentation at EAWOP 2015

Charkhabi, M., Ceschi, A. & Sartori, R. (2015). The Full Mediator Role of Organizational Commitment in the Relationship Between Job Satisfaction and Job Turnover. Oral presentation at EAWOP 2015. Oslo, Norway, May 20-23, 2015.

20/05/2015 - 23/05/2015

Oral presentation at EAWOP 2015

Scalco, A., Ceschi, A., Rubaltelli, E. (2015). Using an Agent-Based Model to Simulate Loss-aversion and Learning Behavior among Investors. Oral presentation at 17th Cong. of the European Association of W&O Psychology (EAWOP-15). Oslo, Norway, May 20-23, 2015

22/10/2014 - 24/10/2014

Oral presentation at ICAP 2014

Dorofeeva, K., Ceschi, A., Sartori, R. (2014). Household climate change risk perception and recycling behavior. Oral presentation at ICAP 2014, 28th International Congress of Applied Psychology. Paris, France, October 22-24, 2014.

22/10/2014 - 24/10/2014

Oral presentation at ICAP 2014

Sartori, R., Ceschi, A., Dorofeeva, K. (2014). A personality test for organizations and specific professional profiles. Oral presentation at meeting of the ICAP 2014, 28th International Congress of Applied Psychology. Paris, France, October 22-24, 2014.

22/10/2014 - 24/10/2014

Oral presentation at ICAP 2014

Ceschi, A., Dorofeeva, K., Sartori, R. (2014). How nudges can influence environmental attitudes, social and descriptive norms. A simulation agent-based to present effects of the recycling behavior. Oral presentation at ICAP 2014, 28th International Congress of Applied Psychology. Paris, France, October 22-24, 2014.

19/09/2014 - 20/09/2014

Oral presentation at AIP 2014

Ceschi, A., Scalco, A., Sartori R. (2014). "Maternity leave and return to work. How teachers change their professional attitudes after the childbirth". Oral presentation at organization session of the AIP 2014. Cesena, Italy, September 19-20, 2014

27/06/2014 - 29/06/2014

Co-organizer of the event "Human resources, human capital and psychological capital in business and organizations"

Co-Organizer of the international conference IABE (International Academy of Business and Administration) - Summer Conference, 2014, University of Verona, Italy, titled:" Human resources, human capital and psychological capital in business and organizations". Verona, Italy, June 27-29, 2014.

04/06/2014 - 06/06/2014

Oral presentation at PAAMS

Sartori, R., Ceschi, A., & Scalco, A. (2014). Differences between Entrepreneurs and Managers in Large Organizations: An Implementation of a Theoretical Multi-Agent Model on Overconfidence Results. Oral presentation at PAAMS (Practical Applications of Agents and Multi-Agent Systems).Salamanca, Spain, June 04-06, 2014.

04/06/2014 - 06/06/2014

Oral presentation at PAAMS

Ceschi, A., Sartori, R., & Rubaltelli, E. (2014): Designing a Homo Psychologicus More Psychologicus: Empirical Results on Value Perception in Support to a New Theoretical Organizational-Economic Agent Based Model. Oral presentation at PAAMS (Practical Applications of Agents and Multi-Agent Systems). Salamanca, Spain, June 04-06, 2014.

24/04/2014 - 27/04/2014

Oral presentation at 94th Annual Convention of the Western Psychological Association

Randolph, C., Ceschi, A., Weller, J. (2014). The Association between Decision Making Competence and Domain-Specific Risk Taking. Oral presentation at 94th Annual Convention of the Western Psychological Association. Portland, USA, April 14-27,2014.

06/11/2013 - 08/11/2013

Oral presentation at ICT 2013

Dorofeeva K., Ceschi A., & Sartori, R. (2013). Nudge Approach selected for the Innovation in Waste Management. Oral presentation at ICT 2013: Create, Connect, Grow, 2013. Vilnius, Lithuania, November 06-08, 2013.

25/09/2013 - 28/09/2013

Oral presentation at AIP 2013

Sartori, R., Ceschi, A., Battistelli, A., (2013). Work motivation and commitment: a research on 159 metalworkers. AIP Padova. Oral presentation at meeting of the AIP Conference of the Italian Association of Psychology. Padova, Italy, September 25-28, 2013.

25/09/2013 - 28/09/2013

Oral presentation at AIP 2013

Sartori, R., Ceschi, A., D., Hysenbelli, Sang, X., (2013). An agent based model approach for the study of

pro-social behavior in organizations. Oral presentation at meeting of the AIP Conference of the Italian Association of Psychology. Padova, Italy, September 25-28, 2013.

16/09/2013 - 16/09/2013

Oral presentation at workshop ebuTel'13 hosted at FBK, 2013

Ceschi, A., Sartori, R., Hysenbelli, D., & Tacconi, G. (2013). Business games and simulations: Which factors play key roles in learning. Oral presentation at workshop ebuTel'13 hosted at FBK, 2013. Trento, Italy, September 16, 2013.

16/09/2013 - 16/09/2013

Oral presentation at workshop ebuTel'13 hosted at FBK, 2013

Ceschi, A., Hysenbelli, D., Sartori, R., & Tacconi, G. (2013). Cooperate or Defect? How an Agent Based Model Simulation on Helping Behavior Can Be an Educational Tool. Oral presentation at workshop ebuTel'13 hosted at FBK, 2013. Trento, Italy, September 16, 2013.

18/08/2013 - 22/08/2013

Oral presentation at the meeting of the 24th SPUDM

Ceschi, A., Sartori, R., Weller, J. (2013). The factors of reasoning: Structures of belonging of heuristics and biases. Oral presentation at the meeting of the 24th SPUDM, Subjective probability, utility, and decision-making, European association of decision making. Barcelona, Spain, August 18-22, 2013.

18/08/2013 - 22/08/2013

Oral presentation at the meeting of the 24th SPUDM

Dorofeeva, K., Ceschi, A., Sartori, R. (2013). An empirical approach for the developing nudges. How word associations and network analysis help to detect priming words. Oral presentation at the meeting of the 24th SPUDM, Subjective probability, utility, and decision-making, European association of decision-making. Barcelona, Spain, August 18-22, 2013.

18/08/2013 - 22/08/2013

Oral presentation at the in S. Dickert 2013

Hysenbelli, D., Ceschi, A. & Slovic, P. (2013). Using agent based modeling to enhance charitable giving in a population. Oral presentation at the in S. Dickert (2013) What motivates donation decisions? New perspectives on the mechanisms underlying charitable giving. Symposium conducted at meeting of the 24th SPUDM, Subjective probability, utility, and decision making, European association of decision making. Barcelona, Spain, August 18-22, 2013.

15/06/2013 - 17/06/2013

Oral presentation at the IABE

Sartori, R., Ceschi, A., & Dorofeeva, K. (2013). Can simulations perform decision-making and learning processes of teams? Review of business research. Oral presentation at the IABE (International Academy of Business and Economics), Setion: Management –Summer Conference. Bangkok, Tailandia, June 15-17, 2013.

15/06/2013 - 17/06/2013

Oral presentation at the IABE

Sartori, R., Ceschi, A., Dorofeeva, K., & Bellotto M. (2013). Psychological assessment in human resources management: characteristics, biases and solutions? Oral presentation at the IABE

(International Academy of Business and Economics), Setion: Management – Summer Conference. Bangkok, Tailandia, June 15-17, 2013.

15/06/2013 - 17/06/2013

Oral presentation at the IABE

Sartori, R., Ceschi, A., Hysenbelli, D., & Sang X. (2013). An agent based model approach to study organizational behavior. Oral presentation at the IABE (International Academy of Business and Economics), Setion: Management – Summer Conference. Bangkok, Tailandia, June 15-17, 2013.

15/06/2013 - 17/06/2013

Oral presentation at the IABE

Sartori, R., Dorofeeva, K., & Ceschi, A. (2013). An empirical approach for the development of nudges. Oral presentation at the IABE (International Academy of Business and Economics), Setion: Management – Summer Conference. Bangkok, Tailandia, June 15-17, 2013.

24/03/2013 - 27/03/2013

Oral presentation at the meeting of the 55th TeaP Conference of Experimental Psychologists

Ceschi, A., Dorofeeva, K., Sartori, R. (2013). Numeracy and Logical abilities in cognitive Heuristics and Biases. Oral presentation at the meeting of the 55th TeaP Conference of Experimental Psychologists. Vienna, Austria, March 24-27, 2013.

24/03/2013 - 27/03/2013

Oral presentation at the 55th TeaP Conference of Experimental Psychologists

Ceschi, A., Hysenbelli, D. & Slovic, P. (2013). When awareness of those we cannot help demotivates us from helping those we can help: An agent-based simulation study of pseudoinefficacy. Oral presentation at the 55th TeaP Conference of Experimental Psychologists. Vienna, Austria, March 24-27, 2013.

24/03/2013 - 27/03/2013

Oral presentation at the meeting of the 55th TeaP Conference of Experimental Psychologists

Dorofeeva, K., Ceschi, A., Sartori, R. (2013). The role of emotions in cognitive biases. Oral presentation at the meeting of the 55th TeaP Conference of Experimental Psychologists. Vienna, Austria, March 24-27, 2013.

20/09/2012 - 23/09/2012

Oral presentation at AIP 2012

Ceschi, A., Sartori, R., Rubaltelli, E. (2012). An empirical approach for a taxonomy of heuristics and cognitive biases. Oral presentation at the meeting of the AIP Conference of the Italian Association of Psychology. Chieti, Italy, September 20-23, 2012.

01/09/2012 - 01/09/2012

Interview for the Handelsblatt

Interview for the Handelsblatt of September 2012, title: Börse aus dem Bauch heraus on Planspiel Börse.

22/07/2012 - 27/07/2012

Oral presentation at the 30th International Congress of Psychology (ICP)

Sartori, R., Rolandi, A. & Ceschi, A. (2012). Validation study of a model for the assessment of

the potential in Italian young professionals. Oral presentation at the meeting of the 30th ICP, International Congress of Psychology. Cape Town, South Africa, July 22-27, 2012.

22/07/2012 - 27/07/2012

Oral presentation at the 30th International Congress of Psychology (ICP)

Ceschi, A., Sartori, R., & Rubaltelli, E. (2012). Biases, reasoning and personality in finance. Cognitive. International Conference of Psychology. Oral presentation at the 30th International Congress of Psychology (ICP). Cape Town, South Africa, July 22-27, 2012.

22/06/2012 - 22/06/2012

Oral presentation at AIP 2012

Dorofeeva, K., Ceschi, A., Sartori, R. (2012). Best Climate Team for a best Financial Performance. Oral presentation at the meeting of the AIP Conference of the Italian Association of Psychology. Urbino, Italy, June 22, 2012.

22/06/2012 - 22/06/2012

Oral presentation at AIP 2012

Ceschi, A., Sartori, R. & Rubaltelli, E. (2012). Cognitive Biases: Empirical evidence from a Stock Market Simulation. Oral presentation at the meeting of the AIP Conference of the Italian Association of Psychology. Urbino, Italy, June 22, 2012.

● **OTHER PUBLICATIONS**

2017

Sartori, R., Ceschi, A., & Costantini, A (2017). The human side of open innovation: what room for training and development? In G.D. Salampasis (Ed.) Open Innovation: unveiling the power of human element, Singapore: World Scientific.

2017

Costantini, A., Sartori, R., & Ceschi, A. (2017). Framing Workplace Innovation through an organisational psychology perspective: A review of current WPI studies. In P.R.A. Oeij, D. Rus, & F.D. Pot (Eds.) Workplace innovation. Theory, research and pra

2017

Costantini, A., Sartori, R., & Ceschi, A. (2017). Reviewing psychological facets of workplace innovation. European Work and Organizational Psychology In Practice. Available online:

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2016

Sartori, R., Ceschi, A., Costantini, A., Passaia, G., & Sáenz, M. E. V. (2016). Dispersione scolastica e prospettive di carriera. *Ricercazione*, 8, 125-141.

2016

Costantini, A., Ceschi, A., & Sartori, R. (2016). Il rientro al lavoro dopo la maternità. In P. Argentero & E. Fiabane (Eds.) Il rientro al lavoro. Sostegno, motivazione, employability. (pp.103-137), Milan: Raffaello Cortina Editore.

2015

Sartori, R., & Ceschi, A. (2015). Motivazioni al volontariato e rischi psicosociali. *Psicologia di comunità*, 1, 97-110.

2014

Sartori, R. A., & Ceschi, A., Medical Decision Making (2014). Come bias e euristiche influenzano i processi di scelta in ambito medico. In L. Mortari (Eds.) Decidere in Terapia Intensiva: una ricerca fenomenologica (pp.229-241), Firenze: Il campo di

2013

Sartori, R. & Ceschi, A. (2013). Vocational guidance and economic crisis: the action-research with the third-year students from a Technical School for Surveyors in North Italy. ECPS Journal of Educational, Cultural and Psychological Studies, 8/2013,

2013

Sartori, R., Ceschi, A. & Dorofeeva, K., Massimo Bellotto (2013). Psychological assessment in human resources management: characteristics, biases and solutions? European journal of management. EJM, Volume 13, Number 2, 2013.

2013

Sartori, R., Ceschi, A. & Dorofeeva, K. (2013). Can simulations perform decision-making and learning processes of teams? Review of business research. RBR, Volume 13, Number 2, 2013.

2013

Sartori, R., Dorofeeva, K. & Ceschi, A. (2013). An empirical approach for the development of nudges. Journal of international business and economics. JIBE, Volume 13, Number 2, 2013.

2013

Sartori, R., Ceschi, A., Hysenbelli, D., Sang X. (2013). An agent based model approach to study organizational behavior. International journal of Strategic management. IJSM, Volume 13, Number 2, 2013.

● **PATENTS**

01/01/2020 - 01/06/2020

Empeiria

Research collaborator at the University of Verona, developing the project: "Temporary managers as drivers of innovation processes" which concerns the development of an instrument ad hoc for the assessment of innovation processes among locals SMEs, namely: "TemporaryManager4INNOVATION". The developed instrument remains exclusively available to Empeiria.

01/01/2017

Helicopters Italia

Research collaborator at the University of Verona, developing the project: "NOTECHS for HEMS" commissioned by Helicopters Italia, which concerns the construction - and if possible validation - of a questionnaire on Non-Technical (NOTECHS) for HEMS crew members in order to monitor and operate safely. The developed instrument remains exclusively available to Helicopters Italia, it is a marketed and patented product for assessment and training purposes .

01/01/2015 - CURRENT

Employability Assessment system at CARVET

Co-designer of Research for the development of an Employability Assessment system at CARVET: Center for Action Research in Vocational Educational and Training, University of Verona, in collaboration with Veneto Lavoro. The tool is an exclusive product for assessment and training purposes.

25/03/2026
