

Arianna Costantini, PhD

Postdoc, Work & Organizational Psychology
Department of Human Sciences, Verona University, Italy
arianna.costantini@univr.it

Orcid: 0000-0002-9061-1547 | Scopus: 56723620800

Ordine degli Psicologi del Veneto, Albo A: 10377

EDUCATION

PhD in Human Sciences, May 2020. Final evaluation: Excellent.

Verona University, in co-tutelle de th  se with TU/e Eindhoven, the Netherlands

Work & Organizational Psychology

PhD Thesis: *Make it Work: How Cognitive & Behavioral Dynamics Shape Job Crafting.*

Supervisors: Riccardo Sartori & Evangelia Demerouti

Masters' degree in Human Resources Training & Development (Psychology), March 2016. Summa cum laude.

Verona University

Masters' thesis: *Towards employability counselling. Development and implementation of a multi-dimensional and multi-source model of employability assessment.*

Supervisor: Riccardo Sartori

Bachelors' degree in Training in Organizations (Psychology), July 2014. Summa cum laude.

Verona University

Bachelors' thesis: *Personalit   e prestazione lavorativa. Una ricerca sui rapporti tra 24 tratti misurati tramite test psicologico (Flora) e la performance di 204 agenti di commercio.*

Supervisor: Riccardo Sartori

RESEARCH ACTIVITY

Research Interests

Job (re)design, organizational behaviour, work-life interface, stress and work-related well-being.

Visiting Scholar

- 2016-2019

At Eindhoven University of Technology (TU/e), Department of Industrial Engineering & Innovation Sciences, Human Performance Management Group, Eindhoven, The Netherlands.

Supervisor: Prof. dr. Evangelia Demerouti.

JOURNAL ARTICLES

21. **Costantini, A.**, Ceschi, A., & Sartori, R. (2020). Psychosocial Interventions for the Enhancement of Psychological Resources among Dyslexic Adults: A Systematic Review. *Sustainability*. doi.org/10.3390/su12197994
20. **Costantini, A.**, Dickert, S., Sartori, R., & Ceschi, A. (2020). Return to work after maternity leave: The role of support policies on work attitudes of women in management positions. *Gender in Management*. DOI:10.1108/GM-06-2019-0085
19. Sartori, R. & **Costantini, A.** (2020). From sensation to cognition: a perception-based training intervention for the development of relational competences in young Italian apprentices. *European Journal of Training and Development*, DOI: 10.1108/EJTD-03-2020-0044
18. **Costantini, A.**, Demerouti, E., Ceschi, A., & Sartori, R. (2019). Evidence on the Hierarchical, Multidimensional Nature of Behavioral Job Crafting. *Applied Psychology: An International Review*, DOI:10.1111/apps.12232

17. **Costantini, A.**, Ceschi, A., & Sartori, R. (2019). A cognitive perspective on counterproductive work behavior. Evidence from a two-wave longitudinal study. *Current Psychology*, DOI: 10.1007/s12144-019-00416-5.
16. **Costantini, A.**, Scalco, A., Sartori, R., Tur, M. E., & Ceschi, A. (2019). Theories for computing prosocial behavior. *Nonlinear Dynamics, Psychology, and Life Sciences*, 23, 297-313.
15. Ceschi, A., **Costantini, A.**, Zagarese, V., Avi, E., & Sartori, R. (2019). The NOTECHS+: A Short Scale Designed for Assessing the Non-technical Skills (and more) in the Aviation and the Emergency Personnel. *Frontiers in Psychology | Organizational Psychology*, 10:902.
14. **Costantini, A.**, Ceschi, A., Viragos, A., De Paola, F., & Sartori, R. (2019). The role of a new strength-based intervention on organisation-based self-esteem and work engagement. A three-wave intervention study. *Journal of Workplace Learning*, 31, 194-206.
13. Ceschi, A., **Costantini, A.**, Sartori R., Weller, J.A., & Di Fabio, A. (2018). Dimensions of Decision-Making: An Evidence-Based Classification of Heuristics and Biases. *Personality and Individual Differences*, 146, 188-200.
12. **Costantini, A.** & Sartori, R. (2018). The intertwined relationship between job crafting, work-related positive emotions, and work engagement. Evidence from a positive psychology intervention study. *The Open Psychology Journal*, 11, 210-221.
11. Weller, J., Ceschi, A., Hirsch, L., Sartori, R., & **Costantini, A.** (2018). Accounting for individual differences in decision-making competence: Personality and gender differences. *Frontiers in Psychology | Personality and Social Psychology*, 9:2258.
10. Sartori, R., **Costantini, A.**, Ceschi, A., Tommasi, F. (2018). How do you manage change in organizations? Training, development, innovation, and their relationships. *Frontiers in Psychology | Organizational Psychology*, 9: 313.
9. Ceschi, A., Fraccaroli, F., **Costantini, A.**, & Sartori, R. (2017). Turning bad into good: How resilience resources protect organizations from demanding work environments. *Journal of Workplace Behavioral Health*, 32, 267-289.
8. **Costantini, A.**, De Paola, F., Ceschi, A., Sartori, R., Meneghini A.M. & Di Fabio, A. (2017). Work engagement and psychological capital in the Italian Public Administration: A new resource-based intervention program. *SA Journal of Industrial Psychology*, 43, a1413.
7. Ceschi, A., **Costantini, A.**, Dickert, S., & Sartori, R. (2017). The impact of occupational rewards on risk-taking among managers. *Journal of Personnel Psychology*, 16, 104-111.
6. 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, 8-27.
5. Sartori, R., **Costantini, A.**, Ceschi, A., & Scalco, A. (2017). Not only correlations: a different approach for investigating the relationship between the Big Five personality traits and job performance based on workers and employees' perception. *Quality and Quantity*, 51, 2507-2519.
4. Ceschi, A., **Costantini, A.**, Dickert, S., & Sartori, R. (2016). Grit or Honesty-Humility? New insights into the moderating role of personality between the health impairment process and counterproductive work behavior. *Frontiers in Psychology | Organizational Psychology*, 7:1799.
3. Sartori, R., Ceschi, A., **Costantini, A.** & Scalco, A. (2016). Big Five for work and organizations: FLORA (Role Related Personal Profile), an Italian personality test based on the Five-Factor Model and developed for the assessment of candidates and employees. *Quality and Quantity*, 50, 2055-2071.
2. Ceschi, A., **Costantini, A.**, Scalco, A., Charkhabi, M., & Sartori, R. (2016). The relationship between the big five personality traits and job performance in business workers and employees' perception. *International Journal of Business Research*, 16, 63-76.
1. 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, 25-38.

BOOK CHAPTERS

7. Ceschi, A., **Costantini, A.**, Malavasi, G., Dickert, S., & Sartori, R. (2020). A “GRRR” goal orientation process-model: Workplace long-term relationships among GRit, Resilience and Recovery. In L. E. van Zyl, C. Olckers, and L. van der Vaart (Eds.). *Perspectives on Grit: Contemporary Theories, Assessments, Applications and Critiques*. Cham, Switzerland: Springer.
6. **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 L. E. van Zyl and I. Rothmann (Eds.). *Theoretical approaches to multi-cultural positive psychology interventions*. (pp.161-177), Cham, Switzerland: Springer.
5. **Costantini, A.**, Dickert, S., Ceschi, A., & Sartori, R. (2018). Psychological processes underlying organizational reward management: The role of perceived organizational support and effort- reward imbalance. In S.J. Perkins (Ed.). *Routledge Companion to Reward Management* (pp. 25-33), London: Taylor & Francis.
4. **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 practice* (pp. 131-147), Berlin: Springer Verlag.
3. 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.
2. 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.
1. **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), Milano: Raffaello Cortina Editore.

CONGRESSES

Organizing and scientific committees

9. Sartori, R., Ceschi, A., **Costantini, A.**, Tommasi, F., Brondino, M., & Pasini, M. (Organizing Committee). Congress of the Italian Association of Psychology - AIP, division: Psychology for Organizations, 2020. Verona University.
8. Sartori, R. & **Costantini, A.** (Coordinators). Work-study-life Balance. Conciliare vita, lavoro e studio: tra teoria e pratica. Organized by Ceschi, A., co-funded by Verona University. Feb. 2019, Verona University.
7. Ceschi, A. & **Costantini, A.** (Organizing Committee). Safety takes flight. Development and validation of an Italian NOTECHS scale for assessing helicopter HEMS crew's non-technical skills. Dec. 2018, Verona University.
6. Member of the **Advisory Committee** European Association of Work and Organizational Psychology Congress - EAWOP2019 Torino, Italy.
5. Member of the Organizing Committee PhD Day 2018 – PhD School in Humanities, Verona University.
4. Ceschi, A., **Costantini, A.**, Sartori, R., & Bellotto, M. (Scientific Committee). Interventi formativi di psicologia positiva nelle organizzazioni: promuovere il job crafting. Partner & co-funded grant: Italian Association of Psychology, division: Psychology for Organizations. April 2017, Verona University.
3. Ceschi, A., **Costantini, A.**, & Scalco, A. (Organizing Committee). EAWOP Small Group Meeting 2016 – Advanced Modeling. New methods for studying individual differences and dynamics in organizations. Co-funded by the EAWOP Association. Sept 2016, Verona University.

2. **Costantini, A.** (Main organizer). Il consulente conciliante. Prospettive sulla conciliazione vita-lavoro nell'organizzazione. Partner: Variazioni Srl, T2i Verona, Banco Popolare di Verona. Funded grant: Verona University. Feb 2016, Verona University.

1. Ceschi, A., Scalco, A., Dorofeeva, K., & **Costantini, A.** (Organizing Committee). In M. Graviletea, & R. Sartori, (Organizers) Human resources, human capital and psychological capital in business and organizations. IABE 2014 – Summer Conference. Sept 2014, Verona University.

Chaired sessions

4. **Costantini, A.**, & van Gool, P.J.R. (Chairs & Proponents). Symposium: *Job crafting in context: Recent insights from job crafting research*. Presented at the EAWOP 2019 Conference, 29th May-1st June 2019, Turin, Italy.

3. **Costantini, A.**, & Sartori, R. (Chairs & Proponents). Symposium: *An evidence-based approach to manage processes of change in organizations. The contribution of crafting research*. Congress of the Italian Association of Psychology - AIP, division: Psychology for Organizations, 2018, La psicologia del lavoro e il suo impatto sociale: il dialogo con le organizzazioni. 27-29 Sept 2018, Università Lumsa, Rome, Italy.

2. **Costantini, A.** (Chair). Theme Track: *Survival and innovation*. EURAM18 Research in action. 19-22 June 2018, University of Iceland, Reykjavik, Iceland.

1. **Costantini, A.** (Chair). Theme Track: *Personal growth and happiness*. Session 95, EAWOP 2017. Dublin, Ireland.

Oral Contributions & Posters

39. Cheng, S. **Costantini, A.**, Zhou, H., & Wang, H. (2019). *A model of newcomer job crafting: Implications for organizational socialization*. Oral contribution presented at the AoM2019 Conference, Boston, MA – USA.

38. **Costantini, A.**, Demerouti, E., Ceschi., A., & Sartori, R. (2019, May-June). 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*. Symposium presented at EAWOP 2019 Conference, 29th May-1st June 2019 Turin, Italy.

37. Salandini, N., Benassuti, S., Magnano, C., & **Costantini, A.** (2019, May-June). Intervention and communication processes to translate research into well-being at work: Experiences from practice. In D. Rus (Chair) *Interventions aimed at creating healthy workplaces*. Symposium presented at EAWOP 2019 Conference, 29th May-1st June 2019 Turin, Italy.

36. **Costantini, A.**, Demerouti, E., Ceschi., A., & Sartori, R. (2019, May-June). 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*. Symposium presented at EAWOP 2019 Conference, 29th May-1st June 2019 Turin, Italy.

35. Ceschi, A., **Costantini, A.**, Fraccaroli, F., & Sartori, R. (2019, May-June). Responding to burnout with “GRRR”! A training programme for enhancing GRit, Resilience and Recovery in the workplace (Part 1 – scientists' presentation). In D. Rus (Chair) *Interventions aimed at creating healthy workplaces*. Symposium presented at EAWOP 2019 Conference, 29th May-1st June 2019 Turin, Italy.

34. **Costantini, A.** (2019, May-June). Effects of contextual cues in influencing and implementing job crafting intentions. In A. Costantini and P. van Gool (Chair). *Job crafting in context: Recent insights from job crafting research*. Symposium presented at EAWOP 2019 Conference, 29th May-1st June 2019 Turin, Italy.

33. Tommasi, F., **Costantini, A.**, Cortese, G. C., Fiorin, M., Ceschi., A., & Sartori, R. (2019, May-June). *Crafting the university experience. Application of job crafting theory to train students through behavioral change*. Poster at EAWOP 2019 Conference, 29th May-1st June 2019 Turin, Italy.

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

31. **Costantini, A.**, Cortese, C. G., Fiorin, M., Ceschi, A., & Sartori, R. (2018, Sept). Crafting the university experience. Investigating the link between students' engagement, crafting behaviors and their effect on study resources and demands. In A. Costantini, and R. Sartori (Chairs) *An evidence-based approach to manage processes of change in organizations. The contribution of crafting research*. Symposium presented at 2018 AIP Conference – Psychology for Organizations. Rome, Italy.

30. **Costantini, A.**, Demerouti, E., Ceschi, A., & Sartori, R. (2018, Sept). A model explaining the predictors of job crafting. testing the theory of planned behaviour through a latent change score approach. In A. Costantini, and R. Sartori (Chairs) *An evidence-based approach to manage processes of change in organizations. The contribution of crafting research*. Symposium presented at 2018 AIP Conference – Psychology for Organizations. Rome, Italy.

29. **Costantini, A.**, Demerouti, E., Ceschi, A., & Sartori, R. (2018, Sept). A job crafting intervention based on the theory of planned behaviour. Effects on cognition, behaviour and work engagement. In P.J.R. van Gool and E. Demerouti (Chairs) *Job Crafting and Beyond: Recent Insights in Crafting Research*. Symposium presented at 13th European Academy of Occupational Health Psychology Conference - EAOHP. Lisbon, Portugal.

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

27. **Costantini, A.**, Sartori, R., & Ceschi, A. (2018, June). Job crafting paving the way towards workplace innovation. Testing the effect of a workplace intervention based on job crafting. In P. Oeij, D. Rus, and P. Totterdill (Chairs) *Workplace Innovation: present and future scoping of a new field*. Symposium presented at 2018 EURAM conference. Reykjavik, Iceland.

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

25. Ceschi, A., & **Costantini, A.** (2017, Sept). Burnout and Loss Aversion: how high-value losses (HVLs) on the job can expose workers to high strain. Small Group Meeting “New Directions in Burnout Research” (EAWOP) Utrecht, Sept 28-29, 2017.

24. **Costantini, A.** (2017, Sept). Unveiling the role of cognitive factors behind job crafting. A cognitive approach to complement job crafting behavioral studies. Abstract & poster PhD Day of the PhD School in Humanities. Verona, 27 Sept 2017.

23. Ceschi, A., **Costantini, A.**, Noventa, S., & Sartori, R. (2017, Sept). Job Crafting e debiasing: migliorare le competenze decisionali e performance al lavoro. Oral contribution at the Annual AIP 2017 Congress – division: Psychology for Organizations. Caserta, Italy.

22. **Costantini, A.**, Ceschi, A., Noventa, S., & Sartori, R. (2017, Sept). Apprendere nell’organizzazione. Il ruolo del job crafting nel miglioramento dell’occupabilità. Oral contribution at the Annual AIP 2017 Congress – division: Psychology for Organizations. Caserta, Italy.

21. De Paola, F., **Costantini, A.**, Toffano, A., Ceschi, A., Noventa, S., & Sartori, R. (2017, Sept). Un intervento di Job Crafting volto al miglioramento delle risorse personali cognitive e della meaningfulness. Poster at the Annual AIP 2017 Congress – division: Psychology for Organizations. Caserta, Italy.

20. **Costantini, A.**, Ceschi, A., & Sartori, R. (2017, Aug). Pseudo-inefficacy and volunteer burnout in humanitarian organizations. Oral presentation at SPUDM26, the 26th Subjective Probability, Utility, and Decision Making Conference. Haifa, Israel.

19. Perini, M., & **Costantini, A.** (2017, June). How can technology introduction foster educational innovation in VET centers? A comparative case study. Oral presentation at END Congress 2017. Lisbon, Portugal.

18. **Costantini, A.**, Ceschi, A., Noventa, S., & Sartori, R. (2017, May). Enhancing employability through job crafting. A diary study. Oral presentation at Healthier societies fostering healthy organizations: A cross-cultural perspective. Symposium: Wellbeing at work. Florence University, Italy.

17. De Paola, F., Charkhabi, M., Hayati, D., & **Costantini, A.** (2017, May). The effect of ethical leadership on work engagement and emotional exhaustion of Italian workers: Testing the moderating role of perceived control. Poster presented at Healthier Societies Fostering Healthy Organizations: A cross-cultural perspective. Florence University, Italy.

16. **Costantini, A.**, De Paola, F., Ceschi, A., Sartori, R., & Noventa, S. (2017, May). 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.

15. De Paola, F., Ceschi, A., **Costantini, A.**, Noventa, S., & Sartori, R. (2017, May). 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.

14. Ceschi, A., Demerouti, E., **Costantini, A.**, Noventa, S., & Sartori, R. (2017, May). Job Crafting intervention and Debiasing training: Improving decision-making processes and better performing at work. Oral presentation at Healthier Societies Fostering Healthy Organizations: A cross-cultural perspective. Symposium: Wellbeing at work. Florence University, Italy.

13. Ceschi, A., **Costantini, A.**, Sartori, R., & Weller, J. (2017, May). The Decision-Making Competence (DMC) between Entrepreneurs and Managers. Poster presented at EAWOP 2017. Dublin, Ireland.

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

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

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

9. **Costantini, A.**, Sartori, R., Ceschi, A., & De Paola, F. (2016, Sept). *Percepirti 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 Annual Congress AIP 2016 – division: Psychology for Organizations. Pavia, Italy.

8. Sartori, R., **Costantini, A.**, Ceschi, A., & Scalco, A. (2016, Sept). *Prospettive di carriera fra orientamento e decisioni. Un'indagine quali-quantitativa su 815 partecipanti di diversi istituti scolastici di secondo livello*. Oral presentation Annual Congress AIP 2016 – division: Psychology for Organizations. Pavia, Italy.

7. **Costantini, A.**, Murino, M., Ceschi, A., & Sartori, R. (2016, Sept). *An algorithm approach for studying individual differences in counterproductive work behavior*. EAWOP Small Group Meeting 2016 – Advanced Modeling. New methods for

studying individual differences and dynamics in organizations. Verona, Italy.

6. Sartori, R., Ceschi, A., Scalco, A., **Costantini, A.**, & Rubaltelli E. (2016, Sept). *Different perspectives for modeling organizations. A lens-information theory*. EAWOP Small Group Meeting 2016 – Advanced Modeling. New methods for studying individual differences and dynamics in organizations. Verona, Italy.
5. Ceschi, A., Dickert, S., Sartori, R., Scalco, A., & **Costantini, A.** (2016, Sept). *Nudges for waste management: An ABM to predict the recycling behavior*. EAWOP Small Group Meeting 2016 – Advanced Modeling. New methods for studying individual differences and dynamics in organizations. Verona, Italy.
4. Ceschi, A., **Costantini, A.**, Scalco, A., Charkhabi, M., & Sartori, R. (2016, Sept). *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. University of Pisa, Italy.
3. Sartori, R., **Costantini, A.**, Ceschi, A., & Caputo, B. (2015, Sept). *La valutazione delle caratteristiche di occupabilità dei destinatari delle politiche attive per il lavoro*. Oral presentation Annual Congress AIP 2015 – division: Psychology for Organizations. Palermo, Italy.
2. **Costantini, A.**, Turchet, C., Sartori, R., & Ceschi, A. (2015, Sept). *Il rientro al lavoro dopo la maternità: uno studio sul rapporto fra policy organizzative, supporto percepito e livelli di work-family balance nella determinazione di commitment, engagement e career satisfaction*. Poster Annual Congress AIP 2015 – division: Psychology for Organizations. Palermo, Italy.
1. Sartori, R., **Costantini, A.**, Ceschi, A., & Scalco, A. (2015, May). *Personality Dimensions and Job Performance: A Study on 204 Italian Trade Agents*. Poster at EAWOP 2015. Oslo, Norway.

OTHER PUBLICATIONS

4. Cheng, S., **Costantini, A.**, & Zhou, H. (2019). A Model of Newcomer Job Crafting: Implications for Organizational Socialization, *Academy of Management Proceedings*, 2019, 1, DOI: 10.5465/AMBPP.2019.14319abstract.
3. **Costantini, A.**, Sartori, R., & Ceschi, A. (2017). Reviewing psychological facets of workplace innovation. *European Work and Organizational Psychology In Practice*. Available online: http://www.eawop.org/ckeditor_assets/attachments/836/1_costantini_et_al.pdf
2. Sartori, R., Ceschi, A., **Costantini, A.**, Passaia, G., & Sáenz, M. E. V. (2016). Dispersione scolastica e prospettive di carriera. *RicercaZione*, 8, 125-141.
1. **Costantini, A.** (2015). *Analisi e ricognizione dell'esperienza di tirocinio curricolare*. Internal report referred to the collaboration to reorganize the internship experience for bachelors' and masters' psychology students. A.Y. 2014/15, Department of Human Sciences - Verona University, Italy.

REVIEWER EXPERIENCE

- Ad-hoc reviewer for *Applied Psychology*; *Journal of Occupational and Organizational Psychology*; *European Journal of Work and Organizational Psychology*, *Human Resource Management*, *Current Psychology*, *Journal of Applied Behavioral Science*, *Personnel Review*, *European Journal of Training and Development*, *Frontiers in Psychology | Organizational Psychology*, *Journal of Social Service Research*; *Industrial Health*, *Journal of Management and Organization*, *Journal of Workplace Learning*, *Career Development International*.

AWARDS

REVIEWER

Publons 2018 – Top peer-reviewer for Psychiatry/Psychology.

MASTER'S THESIS

Awarded the Master's Thesis Prize "Alla Memoria del Conte Alessandro Giuliani" – A.Y. 2014/2015.

RESEARCH

Perini, M. & **Costantini, A.** (2017). How can the technology introduction foster educational innovation in VET centers? A comparative case study. *Best Paper at END 2017 - International Conference on Education and New Developments*, 24-26 June, Lisbon, Portugal.

RESEARCH GRANTS

- **Pilot action-research project** “*Crafting@Work*”, in collaboration with Enel Spa. Principal contact person for Verona University. Project duration: 01/01/2020-30/04/2020. Participants: 100 employees. Grant: 25.000€.
- Fondazione Cariverona, **bando ricerca scientifica di eccellenza 2018**. Member of the research group of the project: *How to enhance employability in fragile-literacy groups: testing an integrate psycho-linguistic intervention model*, PI Prof. Denis Delfitto. Project duration: 01/01/2020-01/01/2023. Grant: 182.000€.
- Veneto Region, Call DGR 1311 - 10/09/2018. **Training Intervention**: *Il job crafting: strumenti e tecniche per l'autogestione dei processi di cambiamento nei contesti lavorativi*, participants: 10 employees, Grant: 6.560€. In collaboration with GruppoFormazione Srl, project code: 6633-0001-1311-2018.
- Italian Association of Psychology, AIP – division: Psychology for Organizations. **Small-Grant** to attend the **EAWOP2019 Congress** in Turin. Awarded with the oral contribution: *Effects of contextual cues in influencing and implementing job crafting intentions*.
- PhD School in Humanities, Verona University – **Internationalization Program, 2018**. Supporting grant for a 5-month research period at TU/e, Eindhoven, the Netherlands.
- Italian Association of Psychology, AIP – division: Psychology for Organizations. **Small-Grant 2017** to support the research project: *Differenze individuali e situazionali all'origine del job crafting. Un progetto di ricerca-azione*.
- PhD School in Humanities, Verona University – **Internationalization Program, 2017**. Supporting grant for a 2-month research period at TU/e, Eindhoven, the Netherlands.
- Department of Human Sciences – Verona University. 2016 Research grant for the project “**Erasmus+ - Smart Practice – Empowering Entrepreneurial Skills in Higher Education**”. Project number: 2015-LT01-KA203-013477.
- Department of Human Sciences – Verona University. 2015 Research grant for the project “**Smart Job**” of Veneto Region, focused on the development of an employability assessment system for ALMP participants.

TEACHING

Department of Human Sciences, Verona University

- Module: Logica e comprensione del testo
- Lecture + Exercise, 28 hours
- Introductionary course A.Y. 2019/2020, Psychology for Human Resources Training & Development
- 90 students (groups of 20-23 students)
- A.Y. 2018/2019

Department of Human Sciences, Verona University

Module: English for Psychologists

- 12 hours, 1 CFU (TAF D)
- Masters' degree in Human Resources Training & Development (LM-51/LM-57)
- 10 students
- A.Y. 2017/2018; 2018/2019; 2019/2020.

Department of Cultures & Civilization, Verona University

Module: Psychology & Communication (M-PSI/06)

- Assegnataria attività didattiche integrative
- 3 CFU

- Bachelors' degree Communication Sciences
- 20-25 students
- A.Y. 2017/2018; A.Y. 2018/2019; 2019/2020.

Department of Cultures & Civilization, Verona University

Module: Professional Interview (M-PSI/06)

- Assegnataria attività didattiche integrative
- 3 CFU
- Bachelors' degree Communication Sciences
- 20-32 students
- A.Y. 2016/2017; A.Y. 2017/2018; A.Y. 2018/2019; 2019/2020.

Department of Human Sciences, Verona University

Module: Work & Organizational Psychology (M-PSI/06; 12 CFU)

- Tutorato 54 hours
- Bachelors' degree Human Resources Training in Organizations (L-19/L-24)
- 50 students
- A.Y. 2018/2019

Department of Law, Verona University

Human Resource Management (Psychology)

- Workshop, 4 hours
- Postgraduate course in Work Consultancy
- 30 participants
- A.Y. 2017/2018

Department of Human Sciences, Verona University

Module: Psychology for Training & Development (M-PSI/06; 12 CFU)

- Tutorato 54 hours
- Masters' degree in Human Resources Training & Development (LM-51/LM-57)
- 50 students
- A.Y. 2017/2018; A.Y. 2018/2019

Department of Law, Verona University

Human Resource Management (Psychology)

- Workshop 4 hours
- V° Postgraduate course in Work Consultancy
- 30 participants
- A.Y. 2017/2018

Department of Human Sciences, Verona University

Module: Psychology for Training & Development (M-PSI/06; 12 CFU)

- Tutorato 54 hours
- Masters' degree in Human Resources Training & Development (LM-51/LM-57)
- 50 students
- A.Y. 2016/2017

Department of Human Sciences, Verona University

Module: Work & Organizational Psychology (M-PSI/06; 12 CFU)

- Tutorato 43 hours
- Bachelors' degree Human Resources Training in Organizations (L-24/L-19)
- 120 - 200 students
- A.Y. 2016/2017

Department of Philosophy, Sociology, Education, and Applied Psychology, Padova University

Module: Training design and assessment (12 CFU)

- Tutor disciplinare e-learning 12 hours
- Masters' degree in Management dei servizi educativi e formazione continua (LM-57)
- 15 students
- A.Y. 2016/2017

Department of Cultures & Civilization, Verona University

Module: Professional Interview (M-PSI/06)

- Assegnataria attività didattiche integrative
- 3 CFU
- Bachelors' degree Communication Sciences
- 20-32 students
- A.Y. 2014/2015; A.Y. 2015/2016

Department of Cultures & Civilization, Verona University

Module: Business Communication (M-PSI/06)

- Assegnataria attività didattiche integrative
- 3 CFU
- Bachelors' degree Communication Sciences
- 30-35 students
- A.Y. 2016/2017

RESEARCH PROJECTSCrafting@Work

- Pilot action-research project
- Funding company: Enel Spa, Roma.
- Project duration: 01/01/2020-on going.
- Role: principal contact person.
- Participants: 100 employees.

How to enhance employability in fragile-literacy groups: testing an integrate psycho-linguistic intervention model

- Fondazione Cariverona, **Bando ricerca scientifica di eccellenza 2018.**
- PI Prof. Denis Delfitto, Verona University.
- Role: member of the research group for the Dept. of Human Sciences (Psychology).
- Project duration: 01/01/2020-01/01/2023.

Il job crafting: strumenti e tecniche per l'autogestione dei processi di cambiamento nei contesti lavorativi

- Project design and management, training during the workshops
- Funded by the call DGR 1311 - 10/09/2018 Veneto Region
- FSE POR 2014-2020 – Ob. “Investimenti a favore della crescita e dell’occupazione”
- In collaboration with GruppoFormazione SRL, Verona
- Project duration: September 2019

Il benessere in cattedra. Un progetto di job crafting per gli insegnanti

- Project design and management, training during the workshops
- In collaboration with Edizioni Centro Studi Erickson, Trento
- Project duration: 8 weeks, February-March 2018

Job crafting e benessere al lavoro

- Project design and management, training during the workshops

- In collaboration with EPTA (Limana, BL), Croesus (San Bellino, RO), Cooperativa Spazio Aperto (Verona), Ospedale Sacro Cuore (Negrar, VR), Fondazione Centro Assistenza Fermo Sisto Zerbato, (Tregnago, VR).
- Project duration: 8 weeks, 2017-2018

RESEARCH CENTERS & AFFILIATIONS

RESEARCH CENTERS

- Center for Action Research in Vocational Education Training (CARVET). Department of Human Sciences, Verona University. (2015 –)
- Applied Research in Society and Organizations (APRESO). (2015 –)

AFFILIATIONS

- Academy of Management (OB & HR divisions) (2019 –)
- European Academy of Occupational Health Psychology (EAOHP) (2018 –)
- European Association of Work and Organizational Psychology (EAWOP) (2017 –)
- Associazione Italiana di Psicologia, sezione Psicologia per le Organizzazioni (AIP) (2015 –)

METHODOLOGICAL COURSES

Multilevel modeling: from simple direct cross-level effects to complex moderated mediation models

Webinar, 13-17 July 2020

Contents: Multilevel modeling for nested data. Model estimation with SPSS and Mplus, 5ECTS.

Lecturer: V. González-Romá (Universitat de València).

International Methodological Summer School on Multilevel Analysis of Diary Data.

Canazei, 1-5 July 2019

Contents: Diary studies, multilevel modeling, and intensive longitudinal models. Model estimation with SPSS and Mplus, 5ECTS.

Lecturer: V. González-Romá (Universitat de València).

Introduction to Multilevel Moderation Analysis: Probing and Plotting Cross Level Interaction.

Lisbon, 4 September 2018

Pre-conference workshop, 13th Conference of the EAOHP.

Scientific Committee: S. Iavicoli (EAOHP president), S. Silva and H. Carvalho (ISCTE, Lisbon).

Post-graduate Course 2018 in systematic reviews and meta-analyses for the development of evidence-based guidelines. Cochrane Method.

Verona, 9-13 April 2018

Contents: Study protocol, search strategies, study selection, data extraction and analysis, Review Manager, quality of evidence assessment, Risk of Bias tool, GRADEpro, evidence-based guidelines and recommendations.

Scientific Committee: C. Barbui, M. Nosè, M. Purgato, G. Ostuzzi, C. Gastaldon, D. Papola, G. Turrini, F. Ballette, A. Clive, M. Koesters.

Scuola metodologica internazionale pre-congresso: I modelli multilivello con focus sulla psicologia per le organizzazioni.

Caserta, 11-14 September 2017

Lecturers: G. Alessandri (Università La Sapienza, Roma), A. Zuffianò (Liverpool Hope University), E. Perinelli (Università La Sapienza, Roma). Scientific Committee: G. Alessandri; F. Fraccaroli; A. Zuffianò.

Introduzione ai modelli multilevel nella ricerca organizzativa.

Rovereto, 19-20 January 2017

Lecturers: A. Zuffianò (Liverpool Hope University), G. Alessandri (Università La Sapienza, Roma).

Scientific Committee: G. Alessandri; F. Fraccaroli; A. Zuffianò.

APPOINTMENTS

Research Fellow, Work & Organizational Psychology A.Y. 2018/2019

Department of Cultures & Civilization, Verona University.

PhD students Representative November 2018 – September 2019

PhD students' representative at the Departmental Board of Human Sciences, Verona University.

PhD students Representative January 2017 – December 2018

PhD students' representative at the Council of the PhD School in Humanities, Verona University.

PhD students Representative November 2016 – September 2019

PhD students' representative - XXXII cycle at the Board of the PhD course in Human Sciences, Verona University.

Masters' students Representative October 2014 – March 2016

Students' representative of the Bachelor's and Masters' course in work and organizational psychology at the Departmental Board of the Department of Human Sciences, Verona University.

REFERENCES

Evangelia Demerouti

Full Professor

Organizational Behavior and Decision-Making Processes

Eindhoven University of Technology, the NL

+31 40 247 5669

e.demerouti@tue.nl

Hai-Jiang Wang

Associate Professor

School of Management

Huazhong University of Science and Technology, China

+86 27 87559024

wanghaijiang@hust.edu.cn

Stephan Dickert

Full Professor

Cognitive Psychology

Institut für Psychologie, University of Klagenfurt, Austria

+43 463 2700 1646

stephan.dickert@aau.at