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Postdoc, Work & Organizational Psychology  
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**Ordine degli Psicologi del Veneto, Albo A:** 10377

## **EDUCATION**

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

Verona University, in co-tutelle de thèse 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: *Personalità 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, 29<sup>th</sup> May-1<sup>st</sup> 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, 29<sup>th</sup> May-1<sup>st</sup> 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, 29<sup>th</sup> May-1<sup>st</sup> 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, 29<sup>th</sup> May-1<sup>st</sup> 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, 29<sup>th</sup> May-1<sup>st</sup> 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, 29<sup>th</sup> May-1<sup>st</sup> 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, 29<sup>th</sup> May-1<sup>st</sup> 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). *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 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](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. *RicercaAzione*, 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
- Introductory 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 PROJECTS**Crafting@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

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