

**CURRICULUM OF THE PROFESSIONAL, SCIENTIFIC AND TEACHING ACTIVITIES
OF RICCARDO SARTORI, PH.D., ASSOCIATE PROFESSOR IN WORK AND
ORGANIZATIONAL PSYCHOLOGY AT THE DEPARTMENT OF HUMAN SCIENCES
OF UNIVERSITY OF VERONA (ITALY)**

Riccardo Sartori graduates in **Work and Organizational Psychology** at University of Padua on the **25th of October 1996**, with and experimental thesis on decision-making entitled *The disjunction effect in risky decisions: an experimental contribution*.

Decision-making and *risk-taking* are still among his research interests, as shown by the publications reported below. They are the result of the collaboration with Andrea Ceschi, first *Ph.D Student* in **Organizational Psychology** (2011-2013, University of Verona; Supervisor: Riccardo Sartori), and then Post-Doc (since 2015, Scientific Manager: Riccardo Sartori).

The publications are also the result of the collaboration with several international colleagues, such as **Joshua Weller** of the Tylburg Univerisity (The Netherlands; he was also a researcher at the *Decision Research* – <http://www.decisionresearch.org/> of the Oregon University), **Stephan Dickert** of the Queen Mary University of London and **Evangelia Demerouti** of the *Department of Industrial Engineering & Innovation Sciences* of the Technische Universiteit Eindhoven (The Nethelands).

1. Tommasi, F., **Sartori, R.**, Ceschi, A., Michailidis, E., Dickert, S. (2024). EVIDENCE OF SYSTEMATIC COGNITIVE ERRORS IN JOB PERFORMANCE SELF-RATINGS, *TPM - Testing, Psychometrics, Methodology in Applied Psychology*, 31(1), 25-39. (**Scopus**)
2. 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. (**Scopus**)
3. 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*, 27, 85-104. (**Scopus, ISI Web of Science**)
4. Ceschi, A., Costantini, A., **Sartori, R.**, Weller, J., Di Fabio, A. (2019). Dimensions of decision-making: An evidence-based classification of heuristics and biases, *Personality and Individual Differences*, 146, 188-200. (**IF: 3.5, Scopus, ISI Web of Science**)
5. 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*, 9(NOV), 2258. (**Scopus**)
6. Sween, M., Ceschi, A., Tommasi, F., **Sartori, R.**, Weller, J. (in press). Who is a Distracted Driver? Associations between Mobile Phone Use while Driving, Domain-Specific Risk Taking, and Personality, *Risk Analysis*. (**IF: 2.5, Scopus, ISI Web of Science**)
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. (**IF: 1.1, Scopus, ISI Web of Science**)
8. Ceschi, A., Demerouti, E., **Sartori, R.**, Weller, J. (2017). Decision-making processes in the workplace: How exhaustion, lack of resources and job demands impair them and affect performance, *Frontiers in Psychology*, 8, art. n. 313. (**IF: 2.3, Scopus, ISI Web of Science**)
9. Ceschi, A., Costantini, A., Phillips, S.D., & **Sartori, R.** (2017). The career decision-making competence: a new construct for the career realm, *European Journal of Training and Development*, 41, 8-27. (**Scopus, ISI Web of Science**).
10. **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 (**Scopus**)

11. 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, 211-230. (**Scopus, ISI Web of Science**)
12. **Sartori, R.** & Ceschi, A. (2011). Uncertainty and its perception: Experimental study of the numeric expression of uncertainty in two decisional context, *Quality and Quantity*, 45, 187-198. (**IF: 0.7, Scopus, ISI Web of Science**).
13. Favretto, G, **Sartori, R.**, & Rappagliosi, C.M. (2004). Decision-making e contrattazione sindacale: una ricerca sul campo, *Psicologia e Lavoro*, 132, 5-12.
14. Favretto, G., **Sartori, R.**, & Rappagliosi, C.M. (2004). Decision Making and Trade-Union Negotiation. *Proceedings of the Conference "Risk, Decision and Human Error"*, Rovereto, 16-17 + POSTER.
15. Favretto, G., **Sartori, R.** & Rappagliosi, C.M. (2003). Il miglioramento delle relazioni industriali: è possibile utilizzare le metodologie del decision-making? Una ricerca esplorativa, *Risorsa Uomo*, 9, 169-175.

From the 15th of March 1997 to the 15th of March 1998 Riccardo Sartori does his **Post-Lauream Internship**, the first 6 months at **GSO Verona, Consulting Company** (where he deals with personnel selection, human resources training, and vocational guidance), the second 6 months at the **Institute of Psychology (then Department)** of the University of Verona (where contributes to the courses of Training Psychology, Work and Organizational Psychology, and Vocational Psychology).

The collaboration with the consulting company GSO (<https://www.gso.it/it>) and with **UTilia** (<http://www.utilia-hr.it/>), branch of GSO for the development, the validation and the publication of psychological tests dedicated to work and organizations, is still on, as shown by the publications reported below.

16. Bollarino, S., Ceschi, A., Monti, M., **Sartori, R.** (2023). DEVELOPMENT AND VALIDATION OF A NOISE IN DECISION INVENTORY FOR ORGANIZATIONAL SETTINGS, *Informing Science*, 26, 173-177. (**Scopus**)
17. **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*. (**IF: 0.7, Scopus, ISI Web of Science**)
18. Scalco, A., Noventa, S., **Sartori, R.**, Ceschi, A. (2017). Predicting organic food consumption: A meta-analytic structural equation model based on the theory of planned behavior, *Appetite*, 112, 235-248. (**IF: 3.4, Scopus, ISI Web of Science**)
19. 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. (**Scopus**)
20. **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. (**IF: 0.7, Scopus, ISI Web of Science**)
21. **Sartori, R.** (2013). *FLORA. Role Related Personal Profile. Manuale d'utilizzo*. UTilia. Milano.
22. **Sartori, R.** & Rolandi, A. (2013). Presentazione degli esiti della ricerca sui profili di potenziale GSO. Seconda parte: benchmark tra settori di business e livelli organizzativi. In: *A misura d'Uomo. Norme, standard e capacità chiave nella valutazione del potenziale*, GSO Company
23. **Sartori, R.** & Rolandi, A. (2013). Validation study of a model for the assessment of potential in Italian Young Professionals working in medium-sized to large companies in different business sectors, *Quality and Quantity*, 47, 2729-2737. (**IF: 0.7, Scopus, ISI Web of Science**)

From June to July 1998, State Exam for the Exercise of the Profession of Psychologist.

The interest for deepening, from a theoretical and application point of view, the use of psychological tests in personnel selection, training and development, and vocational guidance stimulates Riccardo Sartori to get a further title in **Psychology of Training and Vocational Guidance** (1999, University of Padua), to attend two courses entitled **1. The experienced psychologist in job retrieval** (1998, University of Milan); **2. Methodologies, tools and procedures for the evaluation of professional guidance services** (2000, IAL, Verona).

Thanks to these experiences, he gets a grant in **Training, development and vocational guidance** (2001-2007, University of Verona).

In addition, from these experiences the **CARVET** (<http://www.carvet.org/>), **Center for Action Research in Vocational Education and Training** and the **APRESO** (<http://www.apreso.org/it/>) **APplied REsearch in Society and Organizations**, which is a Research Group, were born, other than the publications reported below.

24. Bocciardi, F., Caputo, A., Fregonese, C., Langher, V., **Sartori, R.** (2017). Career adaptability as a strategic competence for career development: An exploratory study of its key predictors, *European Journal of Training and Development*, 41, 67-82. (**Scopus, ISI Web of Science**)
25. **Sartori, R.**, Ceschi, A., Costantini, A., Passaia, G., & Vargas Sáenz, M.E. (2016). Dispersione scolastica e prospettive di carriera, *Ricercazione*, 8, 125-141. (**Rivista in Fascia A**)
26. **Sartori, R.**, Tacconi, G., & Caputo B. (2015). Competence-based analysis of needs in VET teachers and trainers: An Italian experience, *European Journal of Training and Development*, 39, 22-42. (**Scopus, ISI Web of Science**)
27. **Sartori, R.** & Perini, M. (2015). Apprendistato e formazione psicosociale: un'esperienza di conduzione di moduli di socializzazione e competenze relazionali per apprendisti artigiani, *Rassegna CNOS*, 31, 91-110.
28. Ceschi, A., **Sartori, R.**, Tacconi, G., Hysenbelli, D. (2014). Business games and simulations: Which factors play key roles in learning, *Advances in Intelligent Systems and Computing*, 292, 181-187. (**Scopus**)
29. **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, *Advances in Intelligent Systems and Computing*, 290, 79-83. (**Scopus**)
30. **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 and Quantity*, 47, 3277-3288. (**IF: 0.7, Scopus, ISI Web of Science**)
31. **Sartori, R.** & Ceschi, A. (2013). Orientamento e crisi economica: la ricerca-intervento con le classi terze di un Istituto Tecnico per Geometri del Nord Italia, *ECPS Journal*, 8, 173-202.
32. **Sartori, R.** & Rappagliosi, C.M. (2012). *Orientamento, formazione e lavoro. Dalla psicologia alle organizzazioni*. LED, Milano.
33. **Sartori, R.** (2011). Indagine sulla percezione di discriminazioni sul lavoro da parte di omosessuali della regione Veneto, *Risorsa Uomo*, 16, 249-267.
34. **Sartori, R.** (2011). *Metodi e tecniche di indagine e intervento in psicologia – Colloquio, intervista, questionario, test*. LED, Milano.
35. **Sartori, R.** (2010). Stage e tirocinio tra orientamento e formazione: il caso di alcune laureate in discipline umanistiche di Verona e provincia, *GIPO - Giornale Italiano di Psicologia dell'orientamento*, 11, 23-33.
36. Cubico, S., Bortolani, E., Favretto, G., & **Sartori, R.** (2010). Describing the entrepreneurial profile: The entrepreneurial aptitude test (TAI), *International Journal of Entrepreneurship and Small Business*, 11, 424-435. (**Scopus**)
37. Favretto, G. & **Sartori, R.** (2007). *Le età dell'impresa*. Franco Angeli, Milano.

38. Favretto, G., Cubico, S., & **Sartori, R.** (2007). Passaggio Generazionale e Potenziale Imprenditoriale: Senior e Junior a confronto. Studio su un gruppo di piccole imprese, *Risorsa Uomo*, 13, 51-68.
39. Favretto, G., **Sartori, R.**, & Cubico, S. (2005). Un modello psicometrico di analisi organizzativa: dal paradigma Person/Environment all'Organizational Development, *Psicologia e Lavoro*, 138, 10-25.
40. Favretto, G., Meneghini, A.M., & **Sartori, R.** (2004). Educatori e Formatori a Verona: inserimento lavorativo e competenze professionali, *Generazioni*, 1, 41-75.
41. Favretto, G., Pasini, M., & **Sartori, R.** (2003). Attitudine imprenditoriale e misura psicometrica: il TAI, *Risorsa Uomo*, 9, 271-282.
42. Favretto, G., **Sartori R.**, & Bortolani E. (2003). Il passaggio generazionale nella PMI a gestione familiare. Le componenti psicosociali del rapporto genitori-figli come co-determinanti del buon esito della successione, *Risorsa Uomo*, 9, 361-374.
43. Favretto, G., **Sartori R.**, & Bortolani E. (2003). L'imprenditoria al femminile; caratteristiche, problemi, soluzioni, *Risorsa Uomo*, 9, 375-386.
44. Casarotti, M., Filipponi, L., Pieti, L., & **Sartori, R.** (2002). Educational interaction in distance learning: Analysis of a one-way video and two-way audio system, *PsychNology Journal*, 1, 28-38.

From 2002 to 2004 Riccardo Sartori gets his **Ph.D. title in Perception and Psychophysics** at the Department of General Psychology of the University of Padua, with a 6-month period abroad at the Department of General Psychology of the University of Giessen, Germany, as witnessed by the publications reported below.

45. Burro, R., **Sartori, R.**, Vidotto, G. (2011). The method of constant stimuli with three rating categories and the use of Rasch models, *Quality and Quantity*, 45, 43-58. (IF: 0.7, Scopus, ISI Web of Science)
46. **Sartori, R.**, & Pasini, M. (2007). Quality and quantity in test validity: How can we be sure that psychological tests measure what they have to? *Quality and Quantity*, 41, 359-374. (IF: 0.7, Scopus, ISI Web of Science)
47. **Sartori, R.** (2006). The bell curve in psychological research and practice: Myth or reality? *Quality and Quantity*, 40, 407-418. (IF: 0.7, Scopus, ISI Web of Science)
48. **Sartori, R.**, Tommasi, M., & Vidotto, G. (2004). Contextual effects on the adjustment of category scales. *Proceedings of the Fechner Day 2004*, International Society for Psychophysics, Coimbra, Portugal, 518-523.
49. **Sartori, R.** (2004). Validità, attendibilità, sensibilità e sensatezza dei metodi e delle misure in psicologia: questionari e test, *DIPAV*, 9, 147-165.
50. **Sartori, R.**, & Tommasi, M. (2003). The effect of prior stimulus information upon category ratings. *Proceedings of the Fechner Day 2003*, International Society for Psychophysics, Larnaca, Cyprus, 275-280.

From 2005 to 2008 gets his **Specialization in Cognitive-Behavioral Psychotherapy**, which was the occasion to deepen the role of personality in job performance and to see the application of the cognitive-behavioral approach to the treatment of some victims of mobbing, as shown by the publications listed below.

51. Ceschi, A., **Sartori, R.**, Dickert, S., Costantini, A. (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*, 7, art. n. 1799. (IF: 2.3, Scopus, ISI Web of Science)
52. **Sartori R.** (2010). Face validity in personality tests: psychometric instruments and projective techniques in comparison. *Quality and Quantity*, 44, 749-759. (IF: 0.7, Scopus, ISI Web of Science)

53. **Sartori R.** (2010). Psychological assessment as a psychotherapy phase: a cognitive-behavioral example between idiographic (clinical) approach and nomothetic (psychometric) approach, *Rivista di Psicologia Clinica*, 67-79.
54. **Sartori R.** (2010). *Tecniche proiettive e strumenti psicometrici per l'indagine di personalità*. LED, Milano.
55. **Sartori R.** & Bortolani E. (2006). Approccio idiografico e approccio nomotetico alla persona: il caso dei test psicologici. *Giornale Italiano di Psicologia*, 1, 135-146.
56. Favretto, G. & **Sartori, R.** (2005). Alle origini del mobbing: stress, eustress e distress. In G. Favretto (a cura di) *Le forme del mobbing*. Raffaello Cortina Editore, 1-10.
57. Favretto G. & **Sartori R.** (2005). Il mobbing come distress relazionale. In G. Favretto (a cura di) *Le forme del mobbing*. Raffaello Cortina Editore, 11-27.
58. Favretto, G. & **Sartori, R.** (2005). Le diverse forme di mobbing: doppio mobbing, bossing e bullying. In G. Favretto (a cura di) *Le forme del mobbing*, Raffaello Cortina Editore, 29-41
59. Favretto G. & **Sartori R.** (2005). Le conseguenze del mobbing a livello personale. In G. Favretto (a cura di) *Le forme del mobbing*. Raffaello Cortina Editore, 61-71.
60. Favretto G., Bortolani E., & **Sartori R.** (2005). I fattori organizzativi del mobbing. In G. Favretto (a cura di) *Le forme del mobbing*. Raffaello Cortina Editore, 119-136.
61. Favretto G., Bortolani E., **Sartori R.** (2005). Mobbing o semplice conflitto?. In G. Favretto (a cura di) *Le forme del mobbing*. Raffaello Cortina Editore, 137-145,.
62. Favretto G., Balducci C., **Sartori R.**, & Bortolani E. (2004). Mobbing e attribuzioni di colpa: una ricerca. *Risorsa Uomo*, 10, 173-194.
63. Favretto G., Bortolani E., & **Sartori R.** (2004). Mobbing: componenti psicosociali e organizzative. *Risorsa Uomo*, 10, 301-316.
64. **Sartori, R.** (2003). La valutazione della personalità tramite test, *DIPAV*, 6, 159-178.

Teaching

From 2012, Riccardo Sartori, thanks to research collaborations in the field of medicine and nursing (see publications below) holds the following courses:

Work Psychology, Corso di laurea in Scienze infermieristiche e ostetriche, Università degli Studi di Verona, Laurea Magistrale (20 hours).

Relational Dynamics in the Teamwork, Corso di laurea in Fisioterapia, Università degli Studi di Verona, sede di Vicenza (10 hours).

Applied Psychology, Corso di laurea in Tecniche di fisiopatologia cardiocircolatoria e perfusione cardiovascolare (20 hours).

65. Tosin, C., Bonaldi, A., Dell'Orletta, A., **Sartori, R.**, & Biban P. (2017). Zinc Oxide 30% and Tocopherol Compared to 10% Zinc Oxide Ointment in the Treatment of Infant's Diaper Dermatitis: A Triple Blinded Controlled Randomized Trial, *Clinical Pediatric Dermatology*, 3, 1-6.

66. Minelli, A., Congiu, C., Ventriglia, M., Bortolomasi, M., Bonvicini, C., Abate, M., **Sartori, R.**, Gainelli, G., & Gennarelli, M. (2016). Influence of GRIK4 genetic variants on the electroconvulsive therapy response, *Neuroscience Letters*, 626, 94-98. (IF: 2.2, Scopus, ISI Web of Science)

67. Meneghini, A.M., Cunico, L., & **Sartori, R.** (2016). Empathy: Angel or devil? How shared emotions can help or hinder nurses in their relationships with patients. In D.F. Watt & J. Panksepp (Eds.). *Psychology and Neurobiology of Empathy*, Nova Science Publisher, Inc. (Scopus)

68. Minelli, A., Abate, M., Zampieri, E., Gainelli, G., Trabucchi, L., Segala, M., **Sartori, R.**, Gennarelli, M., Conca, A., & Bortolomasi, M. (2016). Seizure adequacy markers and the prediction of electroconvulsive therapy response, *Journal of ECT*, 32, 88-92. (IF: 2.5, Scopus, ISI Web of Science)

Questo paper ha ricevuto il **premio come Best Paper 2016** della rivista. Questo il testo dell'email del 05.01.2017 con cui il premio è stato annunciato:

Dear Dr Minelli,

I am the Editor of the Journal of ECT. A team of judges has picked your paper "Seizure adequacy markers and the prediction of electroconvulsive therapy response" as the "Best Paper" in our journal for 2016.

On behalf of the awards committee, and the Officers of the International Society for ECT and Neurostimulation (ISEN), I invite you to come and present your paper at the ISEN meeting in San Diego, California on May 21st 2017. The Officers of ISEN are included in this message.

If you accept, you would have 30 minutes to present your paper, and we ask that the presentation be in solid English.

The Publisher of the Journal of ECT, Wolters Kluwer, offers \$750 as a prize to help offset your travel costs. The award and the prize money is only available if you come to present your paper.

I understand that San Diego will be a long trip for you. I do hope that you can accept this award, but if circumstances make this impossible, then please let us know as soon as possible

Congratulations, and we look forward to hearing your response.

Yours,

W. Vaughn McCall, MD, MS

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69. Congiu, C., Minelli, A., Bonvicini, C., Bortolomasi, M., **Sartori, R.**, Maj, C., Scassellati, C., Maina, G., Trabucchi, L., Segala, M., & Gennarelli, M. (2015). The role of the potassium channel gene KCNK2 in major depressive disorder, *Psychiatry Research*, 225, 489-492. (IF: 2.5, Scopus, ISI Web of Science)
70. Tomietto, M., Rappagliosi, C.M., **Sartori, R.**, Battistelli, A. (2014). New-comer nurses' organisational socialisation and turnover intention during the first two years of employment, *Journal of Nursing Management*, 23, 851-858. (IF: 1.9, Scopus, ISI Web of Science)
71. Tomietto, M., Rappagliosi, C.M., **Sartori, R.**, Battistelli, A. (2014). La socializzazione organizzativa nei primi tre anni di professione infermieristica: strategie per ridurre l'intenzione di turnover, *Professioni Infermieristiche*, 67, 195-201. (Scopus)
72. Tomietto, M., Rappagliosi, C.M., **Sartori, R.**, Battistelli, A. (2014). Clinical learning in nursing education as a factor to enhance organizational socialization in newcomer nurses, *Journal of Nursing Education and Practice*, 4, 1-8.
73. Minelli, A., Maffioletti, E., Cloninger, C.R., Magri, C., **Sartori, R.**, Bortolomasi, M., Congiu, C., Bignotti, S., Segala, M., Giacomuzzi, M., & Gennarelli, M. (2013). Role of allelic variants of FK506-binding protein 51 (FKBP5) gene in the development of anxiety disorders, *Depression and Anxiety*, 30, 1170-1176. (IF: 4.9, Scopus, ISI Web of Science)
74. Cunico, L. **Sartori, R.**, Marognoli, O, Meneghini, A.M. (2012). Developing empathy in nursing students: a cohort longitudinal study, *Journal of Clinical Nursing*, 21, 2016-2025. (IF: 1.2, Scopus, ISI Web of Science)
75. Minelli, A., Zanardini, R., Bonvicini, C., **Sartori, R.**, Pedrini, L., Gennarelli, M., Bocchio-Chiavetto, L. (2011). BDNF serum levels, but not BDNF Val66Met genotype, are correlated with personality traits in healthy subjects, *European Archives of Psychiatry and Clinical Neuroscience*, 261, 323-329. (IF: 3.6, Scopus, ISI Web of Science)
76. Minelli, A., Bonvicini, C., Scassellati, C., **Sartori, R.**, Gennarelli, M. (2011). The influence of psychiatric screening in healthy populations selection: A new study and meta-analysis of functional 5-HTTLPR and rs25531 polymorphisms and anxiety-related personality traits, *BMC Psychiatry*, 11, art. n. 50. (IF: 2.6, Scopus, ISI Web of Science)
77. Bonvicini, C., Minelli, A., Scassellati, C., Bortolomasi, M., Segala, M., **Sartori, R.**, Giacomuzzi, M., & Gennarelli, M. (2010). Serotonin transporter gene polymorphisms and treatment-resistant depression, *Progress in Neuro-Psychopharmacology and Biological Psychiatry*, 34, 367-370. (IF: 4.2, Scopus, ISI Web of Science)
78. Cunico, L., Meneghini, A.M., **Sartori, R.** (2003). La misura dell'atteggiamento empatico negli infermieri: una prima somministrazione della B.E.E.S. in lingua italiana, *DIPAV*, 7, 125-140.

From 2005 to 2013, Riccardo Sartori holds the following courses:

Statistics and Marketing Research, Facoltà di Scienze della Comunicazione e dello Spettacolo della Libera Università di Lingue e Comunicazione di Milano (IULM), Corso di Laurea in Relazioni Pubbliche e Pubblicità (sede di Feltre). (36 hours)

Psychological Testing, Facoltà di Psicologia, Università degli Studi Milano-Bicocca, Laurea Triennale. (36 hours)

Psychological Testing, Corso di laurea in Scienze della formazione nelle organizzazioni, Università degli Studi di Verona, Laurea Triennale. (36 hours)

Psychological Testing, Corso di laurea in Scienze dell'Educazione, Università degli Studi di Verona, Laurea Triennale. (36 hours)

Methods of Psychological Research, Corso di Laurea in Scienze della formazione nelle organizzazioni, Università degli Studi di Verona, Laurea Triennale. (18 hours)

79. Meneghini, A.M., **Sartori, R.**, & Cunico, L. (2012). *Adattamento italiano della Balanced Emotional Empathy Scale (BEES) di Albert Mehrabian*, Giunti O.S. Organizzazioni Speciali, Firenze. (Traduzione tramite back-translation, validazione, standardizzazione e taratura della *Balanced Emotional Empathy Scale* – BEES – di Albert Mehrabian, test psicometrico e strumento di misura del costrutto Empatia Emozionale; campione normativo: n = 3160 adulti tra i 20 e i 79 anni, 1580 maschi e 1580 femmine, divisi in 10 gruppi professionali; 2600 adolescenti tra i 13 e i 19 anni, 1300 maschi e 1300 femmine; commercializzato dalle Organizzazioni Speciali Firenze <http://www.giuntios.it/catalogo/test/bees>; per l'articolo relativo uscito su "ITEMS - La newsletter del testing psicologico", si veda <http://items.giuntios.it/showArticolo.do?idArt=256&print=true>)
80. Meneghini, A.M., **Sartori, R.**, & Cunico, L. (2006). Adattamento e validazione su campione italiano della Balanced Emotional Empathy Scale di A. Mehrabian (BEES), *Ricerche di Psicologia*, 29, 123-152.
81. **Sartori, R.** (2005). Acquiescenza e desiderabilità sociale nella versione italiana della Balanced Emotional Empathy Scale (BEES) di Mehrabian, *TPM – Testing Psicometria Metodologia*, 317-330.
82. Favretto, G., Meneghini, A.M., & **Sartori, R.** (2002). Iscrivarsi al Corso di Laurea in Scienze dell'Educazione: la misura degli atteggiamenti, *DIPAV*, 4, 67-76.
83. Favretto, G., **Sartori, R.**, & Meneghini, A.M. (2002). Iscrivarsi al Corso di Laurea in Scienze dell'Educazione: la misura delle attitudini. *DIPAV*, 4, 77-85.
84. **Sartori, R.**, Rappagliosi, C.M., & Beber, C. (2007). La soddisfazione percepita dai genitori per il servizio scolastico. La validazione del questionario di misurazione, *Psicologia e Scuola*, 134, 48-64.

From 2006, Riccardo Sartori holds the following courses:

Vocational Guidance Psychology, Facoltà di Scienze della Formazione, Università degli Studi di Verona, Laurea Specialistica. (36 hours)

Training Psychology, Corso di laurea in Scienze della formazione nelle organizzazioni, Università degli Studi di Verona, Laurea Triennale. (54 hours)

Work Psychology, Corso di laurea in Scienze della Comunicazione, Università degli Studi di Verona, Laurea Triennale (36 hours)

Work and Organizational Psychology, Corso di laurea in Scienze della formazione nelle organizzazioni, Università degli Studi di Verona, Laurea Triennale. (72 hours)

Longlife Learning Psychology, Corso di laurea in Formazione e sviluppo delle risorse umane, Università degli Studi di Verona, Laurea Magistrale. (72 hours)

85. 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*, 131-147.
86. Costantini, A., **Sartori, R.**, & Ceschi, A. (2017). Reviewing psychological facets of workplace innovation, *EWOP In-Practice*, 6-18.

87. **Sartori, R.**, Ceschi, A., & Costantini, A. (2017). The human side of Open Innovation: What room for training and development. In D. Salampasis & A.L. Mention (Eds). *Open Innovation: Bridging Theory and Practice: Volume 2: Unveiling the power of the human element*, 111-133.
88. Scalco, A., Ceschi, A., & **Sartori, R.** (2017). The pursuit of happiness: A model of group formation, *Advances in Intelligent Systems and Computing*, 528, pp. 367-371. (**Scopus, ISI Web of Science**)
89. **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*, Nova Publisher. (**Scopus**)
90. Pedrazza, M., **Sartori, R.**, & Berlanda, S. (2016). Inter-professional collaboration: An evaluation study. In *Innovating in Practice: Perspectives and Experiences*, 487-507. (**Scopus**)
91. Charkhabi, M., **Sartori, R.**, & Ceschi, A. (2016). Work-family conflict based on strain: The most hazardous type of conflict in Iranian hospitals nurses, *SA Journal of Industrial Psychology*, 42, art. n. a1264. (**Scopus, ISI Web of Science**)
92. Ceschi, A., Scalco, A., Dickert, S., **Sartori, R.** (2015). Compassion and prosocial behavior. Is it possible to simulate them virtually?, *Advances in Intelligent Systems and Computing*, 372, 207-214. (**Scopus, ISI Web of Science**)
93. Scalco, A., Ceschi, A., **Sartori, R.**, & Rubaltelli, E. (2015). Exploring selfish versus altruistic behaviors in the ultimatum game with an agent-based model, *Advances in Intelligent Systems and Computing*, 372, 199-206. (**Scopus, ISI Web of Science**)
94. Ceschi, A., Dorofeeva, K., **Sartori, R.**, Dickert, S., & Scalco, A. (2015). A simulation of householders' recycling attitudes based on the theory of planned behavior, *Advances in Intelligent Systems and Computing*, 372, 177-184. (**Scopus, ISI Web of Science**)
95. Dolzan, M., **Sartori, R.**, Charkhabi, M., De Paola, F. (2015). The effect of School Engagement on Health Risk Behaviours among High School Students: Testing the Mediating Role of Self-Efficacy, *Procedia. Social and Behavioral Sciences*, 205, 608-613. (**ISI Web of Science**)
96. Ceschi, A., Rubaltelli, E., & **Sartori, R.** (2014). Designing a Homo Psychologicus more psychologicus: Empirical results on value perception in support to a new theoretical organizational-economic agent based model, *Advances in Intelligent Systems and Computing*, 290, 71-78. (**Scopus, ISI Web of Science**)
97. Ceschi, A., Hysenbelli, D., **Sartori, R.**, & Tacconi, G. (2014) Cooperate or defect? How an Agent Based Model simulation on helping behavior can be an educational tool, *Advances in Intelligent Systems and Computing*, 292, 189-196. (**Scopus, ISI Web of Science**)
98. **Sartori, R.** & Scalco, A. (2014). Managing organizational innovation through human resources, human capital and psychological capital, *European Journal of Management*, 14, 63-70.
99. **Sartori, R.**, Favretto, G., & Ceschi, A. (2013). The relationships between innovation and human and psychological capital in organizations: A review, *Innovation Journal*, 18 (3), art. n. 1. (**Scopus**)
100. **Sartori, R.**, Ceschi, A., Hysenbelli, D., & Xiuzhi, S. (2013). An agent-based model approach to study prosocial behavior in organizations, *International Journal of Strategic Management*, 13, 23-30.
101. **Sartori, R.**, Dorofeeva, K., & Ceschi, A. (2013). An empirical approach for the development of nudges. how word associations and network analysis help to detect priming words, *Journal of International Business and Economics*, 13, 77-82.
102. **Sartori, R.**, Ceschi, A., & Dorofeeva, K. (2013). Can simulations perform decision-making and learning processes of teams?, *Review of Business Research*, 13, 65-72.

103. **Sartori, R.**, Ceschi, A., Dorofeeva, K., & Bellotto, M. (2013). Psychological assessment in human resources management: characteristics, biases and solutions, *European Journal of Management*, 13, 43-50.
104. Rappagliosi, C.M., **Sartori, R.**, & Beber, C. (2006). La soddisfazione percepita dai genitori per il servizio scolastico. Una ricerca sul campo, *Psicologia e Scuola*, 132, 30-40.

In 2016, Course in Work Psychology / Psicología del trabajo at the Master Course in “Manager of the social enterprise for social innovation and local development” / “Maestria en gerencia para el desarrollo social”, in Llanogrande (Colombia), (24 hours).

Organization of and participation to congresses and conferences

Quale socio ordinario AIP (Associazione Italiana di Psicologia - <http://www.aipass.org/>), iscritto alla Sezione di Psicologia per le organizzazioni dal 2004, Riccardo Sartori partecipa con almeno una comunicazione al Congresso annuale della Sezione che si tiene ogni anno presso una diversa sede universitaria italiana (nel 2016 è stato a Pavia, nel 2017 sarà a Caserta).

Nel 2004, Partecipazione al Convegno Internazionale *Risk, Decision and Human Error* che si è tenuto a Rovereto con la comunicazione di Favretto, G., Sartori, R., & Rappagliosi C.M. (2004). Decision-making and Trade-Union Negotiation (15-17 Gennaio).

Nel 2005, Partecipazione al XII Convegno Internazionale dell'EAWOP (*European Association of Work and Organizational Psychology*) di Istanbul con numero 1 comunicazione (12-15 Maggio).

Nel 2006, Partecipazione al XIVème Convegno Internazionale du Psychologie du travail et développement des personnes et des organisations di Hammamet, Tunisia, con la comunicazione di Sartori, R. & Rappagliosi, C.M. (2006). La satisfaction du client interne dans deux maisons de retraite (7-10 Luglio).

Nel 2007, Partecipazione al XIII Convegno Internazionale dell'EAWOP (*European Association of Work and Organizational Psychology*) di Stoccolma con numero 3 comunicazioni (10-12 Maggio).

Nel 2008, Partecipazione al XXIX *International Congress of Psychology* (ICP) di Berlino con la comunicazione di Sartori, R. (2008). Face validity in personality tests: psychometric instruments and projective techniques in comparison e la comunicazione di Sartori, R. (2008). Acquiescence and social desirability in the Italian version of the Balanced Emotional Empathy Scale (BEES) by Mehrabian (20-25 Luglio).

Nel 2009, Partecipazione all'11th *European Congress of Psychology* (ECP2009) Oslo, Norway 7 – 10 July 2009: A Rapidly Changing World – Challenges for Psychology, con la comunicazione di Sartori, R. (2009). Idiographic use of nomothetic personality tests in cognitive-behavioural assessment (7-10 Luglio).

Nel 2011, Partecipazione al XV Convegno Internazionale dell'EAWOP (*European Association of Work and Organizational Psychology*) di Maastricht con numero 1 comunicazione (25-28 Maggio).

Nel 2012, Partecipazione al XXX *International Congress of Psychology* (ICP 2012), Cape Town, South Africa, 22-27 Luglio, con la pubblicazione sull'*International Journal of Psychology* (IF = 1.8, ISI Web of Science) dei 5 contributi presentati:

102. **Sartori, R.** & Ceschi, A. (2012). Biases, reasoning and personality in finance, *International Journal of Psychology*, 47, 121-121.
103. **Sartori, R.** & Rappagliosi, C.M. (2012). Stress and teaching: A contribution to the inquiry on the coping strategies of teachers, *International Journal of Psychology*, 47, 447-448.
104. **Sartori, R.** & Bellotto, M. (2012). The role of apprenticeships for Italian women graduated in human sciences, *International Journal of Psychology*, 47, 563-563.
105. **Sartori, R.** & Benozzo, A. (2012). Survey on the perception of discrimination in the workplace by Italian homosexuals, *International Journal of Psychology*, 47, 682-682.

Nel 2012, Organizzazione, presso l'Università degli Studi di Verona, Dipartimento di Filosofia, Pedagogia e Psicologia, del Convegno Internazionale dal titolo: "Religione, spiritualità e cura di sé. Opportunità e sfide" (http://www.ordinepsicologiveneto.it/filadmin/user_upload/documents/Programma_convegno_SIPR2012.pdf) (26-27 Ottobre).

Nel 2013, Partecipazione al XVI Convegno Internazionale dell'EAWOP (*European Association of Work and Organizational Psychology*) di Munster con numero 1 comunicazione (22-25 Maggio).

Nel 2013, Partecipazione al 13th *European Congress of Psychology* (ECP 2013) a Stoccolma con la comunicazione di Sartori, R. (2013). Italy and sexual orientation in the workplace: gender and regional differences in coming out, perception of discrimination and social support in 932 Italian homosexual employees (9-11 Luglio).

Nel 2013, Partecipazione al XXXIV Congresso Interamericano de Psicologia che si è svolto a Brasilia (Brasile) con la seguente comunicazione: Is it possible to improve empathic skills in nursing students during academic training courses? A longitudinal study, Brasilia - Brasile 15-19/7/2013, pp. 706-707 (15-19 Luglio).

Nel 2013, Partecipazione al Convegno Internazionale IABE (*International Academy of Business and Administration*) a Bangkok con le seguenti 4 comunicazioni (12-14 Ottobre):

Riccardo Sartori; Andrea Ceschi; Dorina Hysenbelli; Xiuzhi Sang (2013). An agent based model approach to study prosocial behavior in organizations, *INTERNATIONAL JOURNAL OF STRATEGIC MANAGEMENT*, Vol. 13, n. 2, pp. 23-30.

Riccardo Sartori; Ksenia Dorofeeva; Andrea Ceschi (2013). An empirical approach for the development of nudges. How word associations and network analysis help to detect priming words, *JOURNAL OF INTERNATIONAL BUSINESS AND ECONOMICS*, Vol. 13, n. 2, pp. 77-82.

Riccardo Sartori; Andrea Ceschi; Ksenia Dorofeeva (2013). Can simulations perform decision-making and learning processes of teams?, *REVIEW OF BUSINESS RESEARCH*, Vol. 13, n. 2, pp. 65-72.

Riccardo Sartori; Andrea Ceschi; Ksenia Dorofeeva; Massimo Bellotto (2013). Psychological assessment in human resources management: characteristics, biases and solutions, *EUROPEAN JOURNAL OF MANAGEMENT*, Vol. 13, n. 2, pp. 43-50.

Nel 2013, Partecipazione al Convegno Internazionale RENT XXVII - *Research in Entrepreneurship and Small Business* – ISM-University of Management and Economic (Vilnius, Lithuania), dal tema: *Entrepreneurship, Institutions and Competitiveness*, con la comunicazione Cubico, S., Formicuzzi, M., Ardolino, P., Noventa, S., Ferrari, A., Sartori, R., Favretto, G. (2013). Entrepreneurial Human Capital: A Model for Analyzing and Validating the Key Competences for Entrepreneurship. Conference Papers of RENT XXVII - Research in Entrepreneurship and Small Business –ISM-University of Management and Economic (Vilnius, Lithuania) [ISSN 2219-5572] (20-22 Novembre).

Nel 2014, Organizzazione, presso l'Università degli Studi di Verona, Dipartimento di Filosofia, Pedagogia e Psicologia, del Convegno Internazionale dal titolo: "Human resource, human capital and psychological capital in business and organizations" ([http://iabe.org/domains/iabeX/ConferenceSlideShow.aspx?Conf=2014 Verona](http://iabe.org/domains/iabeX/ConferenceSlideShow.aspx?Conf=2014%20Verona)) (27-29 Giugno).

Nel 2015, Partecipazione al Convegno Internazionale IABE (International Academy of Business and Administration) a Roma con la comunicazione (Scopus indexed) 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.

Nel 2015, Partecipazione al XVII Convegno Internazionale dell'EAWOP (*European Association of Work and Organizational Psychology*) di Oslo con numero 3 comunicazioni (20-23 Maggio).

Nel 2015, Partecipazione al 6th World Conference on Psychology, Counselling and Guidance Antalya, Turkey (14-16 Maggio con la comunicazione dal titolo *The effect of school engagement on health risk behaviours among high school students: Testing the mediating role of self-efficacy*).

Nel 2016, Partecipazione al Convegno Internazionale IABE (International Academy of Business and Administration) a Pisa con la comunicazione (Scopus indexed) 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 (15-18 Giugno).

Nel 2016, Organizzazione, presso l'Università degli Studi di Verona, Dipartimento di Scienze Umane, dello *Small Group Meeting 2016* per l'EAWOP (*European Association of Work and Organizational Psychology*) in ADVANCED MODELING: New methods for studying individual differences and dynamics in organizations (13-15 Settembre).

Nel 2017, Partecipazione al XVIII Convegno Internazionale dell'EAWOP (*European Association of Work and Organizational Psychology*) di Dublino (17-20 Maggio). Eravamo nel simposio organizzato da Evangelia Demerouti relativo al job crafting.

Awards

2014, award Third Place Award – *Center of Outstanding Research* ricevuto da IABE (*International Academy of Business and Economics* – www.iabe.org) for the **Organization of the International**

Congress: *Human resource, human capital and psychological capital in business and organizations* (<http://iabe.org/domains/iabeX/ConferenceSlideShow.aspx?Conf=2014> Verona), presso il Dipartimento di Filosofia, Pedagogia e Psicologia dell'Università degli Studi di Verona.

2017, award “Best Paper” in the *Journal of ECT* per il 2016.