

Annalisa Theodorou, PhD

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PUBLICATIONS

- Alessandri, G., Borgogni, L., Cenciotti, R., & **Theodorou, A.** (in press). *Test PeRS*. Milano: UTIlia.
- Livi, S., & **Theodorou, A.** (2019). I gruppi nelle organizzazioni [Groups in the organizations]. In Guido Alessandri e Laura Borgogni (Eds.), *Psicologia per le risorse umane. Temi introduttivi*. Milano: Franco Angeli.
- Livi, S., & **Theodorou, A.** (2018). I gruppi nelle organizzazioni [Groups in the organizations]. In Guido Alessandri e Laura Borgogni (Eds.), *Psicologia del lavoro: dalla teoria alla pratica. Volume II. La ricerca e l'intervento alle organizzazioni* (pp. 87-112). Milano: FrancoAngeli.
- Alessandri, G., Perinelli, E., De Longis, E., Schaufeli, W., **Theodorou, A.**, Borgogni, L., Caprara, G. V., & Cinque, L. (2018). Job burnout: The contribution of emotional stability and emotional self-efficacy beliefs. *Journal of Occupational and Organizational Psychology*, 91(4), 823-851. doi:[10.1111/joop.12225](https://doi.org/10.1111/joop.12225)
- Livi, S., **Theodorou, A.**, Rullo, M., Cinque, L., & Alessandri, G. (2018) The rocky road to prosocial behavior at work: The role of positivity and organizational socialization in preventing interpersonal strain. *PLoS ONE*, 13(3) doi:[10.1371/journal.pone.0193508](https://doi.org/10.1371/journal.pone.0193508)
- Alessandri, G., Perinelli, E., De Longis, E., & **Theodorou, A.** (2018). Second-order growth mixture modeling in organizational psychology: An application in the study of job performance using the Cusp Catastrophe Model. *Nonlinear Dynamics, Psychology and Life Sciences*, 22(1), 53-76. ISSN:1090-0578
- Theodorou, A.**, Violani, C., & Alessandri, G. (2017). Living without a job: Positivity and psychophysical health in a sample of unemployed workers. *Giornale Italiano di Psicologia*, 44(4), 993-1006. doi:[10.1421/88778](https://doi.org/10.1421/88778)
- Alessandri, G., Perinelli, E., De Longis, E., Rosa, V., **Theodorou, A.**, & Borgogni, L. (2017). The costly burden of an inauthentic self: Insecure self-esteem predisposes to emotional exhaustion by increasing reactivity to negative events. *Anxiety, Stress, & Coping*, 30(6), 630-646. doi:[10.1080/10615806.2016.1262357](https://doi.org/10.1080/10615806.2016.1262357)

CONTRIBUTIONS TO CONGRESSES

- Livi, S., **Theodorou, A.** (2019, September). *Do we know our partner? Interpersonal perception of personality and passion in romantic couples*. Talk at the XVI Italian National Congress of Social Psychology (Italian Association of Psychology), Rome, Italy.
- Theodorou, A.**, Livi, S., Kruglanski, A. W., Levine, J. M. (2019, May). *The need for cognitive closure and the epistemic authority in the adoption of newcomer's innovative ideas*. Talk at the XVI Italian National Congress of Social Psychology (Italian Association of Psychology), Rome, Italy.
- Theodorou, A.**, Livi, S., Levine, J. M., Kruglanski, A. W., Pierro, A. (2019, May). *The inclusion of uniqueness: The role of need for closure and expertise in the adoption of newcomers' unique ideas in a group*. In H. Cooper-Thomas (Chair), *Inclusive organizational socialization: Perspectives on integrating and supporting new employees*. Symposium conducted at the 19th Congress of the European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
- Theodorou, A.**, Livi, S., Alessandri, G., Pierro, A., & Caprara, G. V. (2018, September). *The role of individual and colleagues' positivity in intragroup conflict at work*. Talk at the XVI Italian National Congress of Organizational Psychology (Italian Association of Psychology). Rome, Italy.
- Theodorou, A.**, Livi, S., & Levine, J. M. (2018, September). *The adoption of newcomer's ideas in a work group: the role of the need for cognitive closure and expertise*. Talk at the XVI Italian National Congress of Organizational Psychology (Italian Association of Psychology). Rome, Italy.
- Theodorou, A.**, & Livi, S. (2018, September). *The epistemic motivation in the bias: The role of NFC in the interpersonal perception of passion in couples*. Talk at the XV Italian National Congress of Social Psychology (Italian Association of Psychology), Bari, Italy.

- Theodorou, A.** (2018, March). *The timing of socialization. Psychosocial changes in the Guardia di Finanza cadets.* Presentation of the results from the permanent support plane 2016 – 2017 (Ispettorato per gli Istituti di Istruzione, Guardia di Finanza), Rome, Italy.
- Theodorou, A., Livi, S., Alessandri, G.** (2017, September). *The right person at the right place: Need for closure in the acceptance of a new member in a work group.* Talk at the XV Italian National Congress of Organizational Psychology (Italian Association of Psychology), Caserta, Italy. ISBN:9788894291308
- Theodorou, A., Alessandri, G., Violani, C.** (2017, August). *The benefits of positivity in sustaining psychophysical health in a sample of unemployed workers.* Poster presented at the 31st Conference of the EHPS: Innovative ideas in health psychology (European Health Psychology Society), Padua, Italy.
- Theodorou, A., Violani, C., Alessandri, G.** (2017, May). *Seeing light at the end of the tunnel: The role of positivity in the relationship between experience of unemployment and perceived competences to find a job.* Poster presented at the International Congress in honor of Gian Vittorio Caprara “Personality: The individual in the society”, Rome, Italy.
- Theodorou, A., Alessandri, G., Livi, S., Cinque, L.** (2016, September). *The role of organizational socialization in predicting pro-social behaviors toward coworkers: The function of positivity and interpersonal strain.* In G. Alessandri and S. Livi (Chairs), *The cost of socialization. The role of personal and social factors during the adjustment to a new contest.* Symposium conducted at the XIV Italian National Congress of Organizational Psychology (Italian Association of Psychology), Pavia, Italy.
- Theodorou, A., Violani, C., Alessandri, G.** (2016, September). *Looking to a positive side without a job: The role of positivity in predicting psychophysical wellbeing in a sample of unemployed workers.* Talk at the XIV Italian National Congress of Organizational Psychology (Italian Association of Psychology), Pavia, Italy.
- Alessandri, G., De Longis, E., Perinelli, E., **Theodorou, A.** (2016, September). *An introduction to growth mixture models for organizational research.* Talk at Verona SGM2016 Advanced Modeling: New methods for studying individual differences and dynamics in organizations (European Association of Work and Organizational Psychology), Verona, Italy.
- Perinelli, E., De Longis, E., Rosa, V., **Theodorou, A., Alessandri, G.** (2016, September). *A fragile self is costly and stressful. Self-esteem fragility, negative events, and emotional exhaustion in a sample of university students.* In G. Alessandri and S. Livi (Chairs), *The cost of socialization. The role of personal and social factors during the adjustment to a new contest.* Symposium conducted at the XIV Italian National Congress of Organizational Psychology (Italian Association of Psychology), Pavia, Italy.
- De Longis, E., Alessandri, G., Rosa, V., **Theodorou, A.** (2016, April). *The costly burden of in-authenticity. The association of self-esteem discrepancies with perception of daily hassles and emotional exhaustion.* Talk at the workshop Current Issue in Occupational Health Psychology (Italian Association of Psychology), Rovereto, Italy.

RESEARCH EXPERIENCE

- 1 ago/19 – present** **Postdoctoral researcher** at the Dep. of Social and Developmental Psychology, Sapienza University of Rome. Scientific supervisor: Prof. Ankica Kosic.
- Jun 5/17 – Aug 29/17** **Visiting PhD student**, Dept. of Psychology, University of Maryland (College Park, MD, USA). Supervisor: prof. Arie W. Kruglanski
- Mar/16 – Sept/16** **Post-graduation intern**, Dept. of Social and Developmental Psychology, Sapienza University of Rome. Advisor: prof. Stefano Livi.
- Sept/15 – Mar/16** **Post-graduation intern**, Dept. of Psychology, Sapienza University of Rome. Advisor: prof. Guido Alessandri.

EDUCATION

- Nov/15 – Dec/18** **Doctor of Philosophy (PhD) in Social Psychology.** Graduated with honors.
Sapienza University of Rome
- Dissertation: “On the role of the need for closure in the adoption of newcomer’s innovative ideas: The dynamic interplay of group and newcomer’s epistemic authority” Advisor: Prof. Stefano Livi

- Elected students' representative in the governing bodies of the Department Nov 2016 - Dec 2018.

- Nov/16** **Professional qualification: Albo degli Psicologi Section A** (currently not subscribed)
Sapienza University of Rome
- Sept/13**
- Jul/15 **Master's degree in Health, Clinical, and Community Psychology.** Graduated with honors.
Sapienza University of Rome
Dissertation: "Perceived Ability to Find a Job, Individual Experience of Unemployment and Psychosocial Characteristics in a Sample of Unemployed Workers". Advisor: prof. Cristiano Violani.
- Sept/10**
- Jul/13 **Bachelor's degree in Psychological Sciences and Techniques of Clinical Intervention for Person, Group, and Institutions**
Sapienza University of Rome
Dissertation: "The Greek Artist and the Economic Crisis: Testimonies and Expressive Landscapes". Advisor: prof. Vincenzo Padiglione.

METHODOLOGY RESEARCH SEMINARS, COURSES, AND SUMMER SCHOOLS

- Jul 9-13/18** **Summer school: Advanced course on using Mplus**
University of Utrecht, Utrecht (Netherlands)
Ellen Hamker, Mariëlle Zondervan-Zwijnenburg, Caspar van Lissa
- Sept 11-14/17** **Summer school: Multilevel modeling with an organizational psychology focus**
Italian Association of Psychology (AIP)
Guido Alessandri, Antonio Zuffianò
- Jun 19-23/17** **Summer school: Dyadic data analysis using multilevel modeling with R**
DATIC, University of Connecticut (Storrs, CT, USA)
David A. Kenny, Randi Garcia
- Jan 19-20/17** **Winter school: Introduction to multilevel modeling in the organizational research**
Italian Association of Psychology (AIP)
Guido Alessandri, Antonio Zuffianò
- Sept 05-10/16** **Summer school: Mediation and moderation analysis: Application to general linear models, mixture models, and generalized models**
Italian Association of Psychology (AIP)
Marcello Gallucci, Matteo Forgiarini
- **Feb 2, March 12, 2018 (7h):** *Factorial invariance and item bias in Mplus: The multigroup approach with continuous and categorical variables*, prof. Claudio Barbaranelli, Sapienza University of Rome, IT.
 - **March 9-10-14-17-23-30, 2017 (18h):** *Introduction to R*, dott. Sauro Civitillo, Sapienza University of Rome, IT.
 - **September 14, 2016 (2h):** *Growth modeling introduction in Mplus*, prof. Guido Alessandri, University of Verona, IT.
 - **June 22-23-24, 2016 (21h):** *Structural Equation Modeling*, prof. Luigi Leone, Sapienza University of Rome, IT.
 - **June 6, 2016 (6h):** *Meta-analysis*, prof. Fabio Presaghi, Sapienza University of Rome, IT.
 - **May 9-16-23-30, 2016 (16h):** *Factor Analysis*, prof. Marco Lauriola, Sapienza University of Rome, IT.

TEACHING EXPERIENCE

- Teaching assistant, undergraduate level, Organizational Psychology (Prof. Guido Alessandri). Five lessons on unemployment, socialization in groups, and organizational socialization.
- Teaching assistant, undergraduate level, Social Psychology of Groups (Prof. Stefano Livi).

MENTORING EXPERIENCE

- Mentored five undergraduate students and five graduate students in data gathering, data analysis, and presentation of results for degree dissertations.

REVIEWER FOR INTERNATIONAL JOURNALS AND CONFERENCES

- **In collaboration:** Applied Psychology Bulletin, Career Development International, Rassegna di Psicologia, Frontiers in Psychology, European Journal of Social Psychology
- **Ad hoc reviewer:** Personality and Individual Differences, Annals of Psychology (2), Journal of Psychology and Behavioral Sciences, 19th Congress of the European Association of Work and Organizational Psychology (EAWOP), PLoS ONE

LANGUAGE AND SOFTWARE SKILLS

Mother tongue: Italian

Other languages: Modern Greek and English: good understanding, speaking, and writing

Software skills: SPSS, RStudio, Mplus (basic)

GRANTS, SCHOLARSHIPS, AND AWARDS

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| <ul style="list-style-type: none"> ▪ February 2019 – Scholarship for participation at EAWOP, Italian Psychological Association (AIP) ▪ September 2018 – Avvio alla Ricerca 2018 (Starting Research Grant), Sapienza University of Rome ▪ July 2017 – Avvio alla Ricerca 2017 (Starting Research Grant), Sapienza University of Rome ▪ January 2017 – PhD Student Mobility Grant (University of MD), Sapienza University of Rome ▪ November 2015 – Three-years PhD student scholarship, Sapienza University of Rome ▪ January 2015 – Student collaboration scholarship Sapienza University of Rome ▪ November 2014 – Scholarship LAZIODISU – Regional agency for the right to study | <ul style="list-style-type: none"> ▪ January 2014 – Student collaboration scholarship Sapienza University of Rome ▪ November 2013 – Scholarship LAZIODISU – Regional agency for the right to study ▪ July 2013 – Bachelor’s Degree Award LAZIODISU – Regional agency for the right to study ▪ January 2013 – Student collaboration scholarship Sapienza University of Rome ▪ November 2012 – Scholarship LAZIODISU – Regional agency for the right to study ▪ November 2011 – Scholarship LAZIODISU – Regional agency for the right to study |
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AFFILIATIONS

- 2016 - present: Italian Association of Psychology (AIP), Social Psychology section.
- 2019 – present: Italian Association of Psychology (AIP), Organizational Psychology section.