

ARIANNA COSTANTINI, PHD

Tenure Track Assistant Professor (RTD-B)
Work & Organizational Psychology
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RESEARCH INTERESTS

Job (Re-)Design; Proactivity at Work; Work-Life Interface; Work-Related Well-Being; Positive Psychology Interventions; Social Cognition & Behavior Change; Positive Organizational Behavior; Diary Studies; Mixture Modeling (LPA/LTA).

ACADEMIC POSITIONS

2024 – current

Assistant Professor in Tenure Track (RTD-B), Work & Organizational Psychology.
Department of Systems Medicine, University of Rome Tor Vergata, Rome (IT).

2023 - 2034

National scientific qualification as associate professor in the Italian higher education system for the disciplinary field of 11/E3 – Social psychology and work and organizational psychology.

2023 – 2024

Post-Doctoral Research Fellow, Work & Organizational Psychology.
Department of Psychology, Alma Mater Studiorum, University of Bologna (IT).
Research project title: *Experiences and representations of aging at work. The perspective of employers and employees.*

2021 – 2023

Post-Doctoral Research Fellow, Work & Organizational Psychology.
Department of Psychology and Cognitive Science, University of Trento (IT).
Topics: *Proactive work behaviors (job crafting, playful work design) within and beyond traditional work contexts, links with heavy work investment and physiological indicators, resource management across different domains.*

2020 – 2021

Post-Doctoral Research Fellow, Work & Organizational Psychology, Verona University (IT).
Topics: *Design and implementation of action-research projects on the topics of well-being at work, personal resources, job design, proactive work behaviors among people with low literacy skills and dyslexic adults.*

2016 – 2020

PhD student, Human Sciences – Work & Organizational Psychology, Verona University (IT), co-tutorship with TU/e Eindhoven (NL).
Topics: *Job crafting, job crafting interventions, theories of behavior change.*

2016 – 2019

Visiting PhD student
TU/e Eindhoven (NL), Department of Industrial Engineering & Innovation Sciences, HPM Group.
Topics: *Job crafting, job crafting interventions, theories of behavior change.* Supervisor: Prof. dr. Evangelia Demerouti.

2016 (2 months)

Research Fellow, Work & Organizational Psychology, Verona University (IT).
Project: *Systematic review of the best practices and training methods to develop entrepreneurial skills in higher education.*

2015 (3 months)

Research Fellow, Work & Organizational Psychology, Verona University (IT) & Lavoro & Società S.r.l.
Project: *Development of an employability assessment system for ALMP participants.*

PROFESSIONAL EXPERIENCE

2023

Research Partner – Trento University, Fondazione Marco Biagi, Regione Trentino-Alto Adige (IT).
Activities: *Consultancy, data analysis, people analytics, policy development, and reporting.*

2016

Internship, Prodeco Pharma, Castelfranco Veneto (IT).

Activities: *HR Assistant, planning and devising of intervention projects, development of assessment tools, data analysis, reporting.*

2014

Internship, UTilia Tools & Solutions | GSO Consultancy Company, Verona (IT).

Activities: *Research and working internship, recruitment of samples for scale validations, data collection, data entry, data analysis.*

EDUCATION

2016 – 2020	Ph.D. in Human Sciences (Work & Organizational Psychology, Doctor Europaeus) Verona University (IT) – co-tutorship with TU/e Eindhoven (NL). Thesis title: <i>Make it work: How cognitive & behavioral dynamics shape job crafting.</i>	Highest Distinction ('Excellent')
2014 – 2016	M.Sc. in HR Training & Development (Psychology) - Verona University (IT). Thesis title: <i>Towards employability counseling. Development and implementation of a multi-dimensional and multi-source model of employability assessment.</i>	110/110 cum laude
2011 – 2014	B.Sc. in Training in Organizations (Psychology) - Verona University (IT). Thesis title: <i>Personality and job performance. A survey of the relationships between 24 traits measured by psychological test and the performance of 204 sales agents.</i>	110/110 cum laude

PUBLICATIONS

Selected Journal Articles

Costantini, A., Vignoli, M. & Avanzi, L. (in press). Strike a match on my burnout perceptions: Evidence on the validity of measuring burnout through a visual scale in Italy. *BPA- Bulletin of Applied Psychology*.

Costantini, A., & Zaniboni, S. (in press). I potenziali applicativi dei Large Language Models per la psicologia delle organizzazioni. Applications of Large Language Models in organizational psychology. *Giornale Italiano di Psicologia*.

Vignoli, M., **Costantini***, A., Ceschi, A. & Perinelli E. (in press - *corresponding author). It's an e-work life! An explorative study on the relationships between remote e-work characteristics and well-being. *International Journal of Psychology*. <https://doi.org/10.1002/ijop.13127>

Costantini, A. (in press). Rethinking work: How approach and avoidance features of cognitive crafting are linked with job crafting behaviors and work engagement. *Journal of Management & Organization*, 25, 1-21. <https://doi.org/10.1017/jmo.2022.79>

Widiati, R., Siscawati, M., **Costantini, A.**, & Soetjpto, B. (2024). Unlocking the Performance of Female Managers in a Global Cosmetics Company through the Lens of Gender at Work Framework. *International Journal of Human Capital Management*. 8, 115-132, <https://doi.org/10.21009/IJHCM.08.01.12>

Lo Presti, A., **Costantini, A.**, Akkermans, J., Sartori, R., De Rosa, A. (2023). Employability Development during Internships: A Three-Wave Study on a Sample of Psychology Graduates in Italy. *Journal of Career Development*, 50(6), 1155-1171. <https://doi.org/10.1177/08948453231161291>

Oviedo-Trespalacios, O., O., Peden, A.E., Cole-Hunter T., **Costantini, A.**, et al. (2023). The risks of using ChatGPT to obtain common safety-related information and advice. *Safety Science*. <https://doi.org/10.1016/j.ssci.2023.106244>

Costantini, A., Wang, H. J., Pekaar, K. A., & Van Gool, P. (2023). Proactive work design in unstructured work: New challenges and opportunities. *Frontiers in Psychology*, 14(1087740). <https://doi.org/10.3389/fpsyg.2023.1087740>

Cheng, S.-Q., **Costantini, A.**, Zhou, H., & Wang, H.-J. (2022). A self-enhancement perspective on organizational socialization: Newcomer core self-evaluations, job crafting, and the role of leaders' developmental coaching. *European Journal of Work and Organizational Psychology*, 31, 908-921. <https://doi.org/10.1080/1359432X.2022.2077724>

Costantini, A., Ceschi, A., & Oviedo-Trespalacios, O. (2022). Eyes on the road, hands upon the wheel? Reciprocal dynamics between smartphone use while driving and job crafting. *Transportation Research Part F: Psychology and Behaviour*, 89, 129-142. <https://doi.org/10.1016/j.trf.2022.05.020>

Costantini, A. & Weintraub, J. (2022). The benefits of being proactive while working remotely: Leveraging self-leadership and job crafting to achieve higher work engagement and task significance. *Frontiers in Psychology | Organizational*

Psychology, 13, 833776. <https://doi.org/10.3389/fpsyg.2022.833776>

- Costantini, A.**, Demerouti, E., Ceschi, A., & Sartori, R. (2022). Implementing job crafting behaviors: Exploring the effects of a job crafting intervention based on the theory of planned behavior. *Journal of Applied Behavioral Science*, 58, 477-512. <https://doi.org/10.1111/apps.12232>
- Costantini, A.**, Warasin, R., Sartori, R., & Mantovan, F. (2022). Return to work after prolonged maternity leave. An interpretative description. *Women's Studies International Forum*, 90, 102562. <https://doi.org/10.1016/j.wsif.2022.102562>
- Costantini, A.**, de Beer, L., ten Klooster, P.M., Zondervan-Zwijnenburg, M. A., Vera, M., & van Zyl, L. (2022). Advancing positive psychological assessments through modern approaches, methodologies, models and best-practice guidelines. *Frontiers in Psychology | Positive Psychology*, <https://doi.org/10.3389/fpsyg.2022.1020653>
- Costantini, A.**, Dickert, S., Sartori, R., & Ceschi, A. (2021). Return to work after maternity leave: The role of support policies on work attitudes of women in management positions. *Gender in Management*, 36, 108-130. <https://doi.org/10.1108/GM-06-2019-0085>
- Costantini, A.**, Ceschi, A., & Sartori, R. (2021). A cognitive perspective on counterproductive work behavior. Evidence from a two-wave longitudinal study. *Current Psychology*, 40, 4801-4810. <https://doi.org/10.1007/s12144-019-00416-5>
- Ng, W., ...**Costantini, A.**, ... & van Zyl, L. E. (2021). In Memory of Edward Diener: Reflections on His Career, Contributions and the Science of Happiness. *Frontiers in Psychology | Positive Psychology*, 12, 2144. <https://doi.org/10.3389/fpsyg.2021.706447>
- Costantini, A.**, Demerouti, E., Ceschi, A., & Sartori, R. (2021). Evidence on the Hierarchical, Multidimensional Nature of Behavioral Job Crafting. *Applied Psychology: An International Review*, 70, 311-341. <https://doi.org/10.1111/apps.12232>
- Costantini, A.**, Ceschi, A., & Sartori, R. (2020). Psychosocial Interventions for the Enhancement of Psychological Resources among Dyslexic Adults: A Systematic Review. *Sustainability*, 12(19), 7994. doi.org/10.3390/su12197994
- Sartori, R., **Costantini, A.**, & Ceschi, A. (2020). Psychological assessment in human resource management: discrepancies between theory and practice and two examples of integration. *Personnel Review*, 51, 284-298. <https://doi.org/10.1108/PR-05-2019-0281>
- 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*, 45, 547-565. <https://doi.org/10.1108/EJTD-03-2020-0044>
- 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.
- 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. <https://doi.org/10.3389/fpsyg.2019.00902>
- 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. <https://doi.org/10.1108/JWL-07-2018-0091>
- 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. <https://doi.org/10.1016/j.paid.2018.07.033>
- 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.
- 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. <https://doi.org/10.3389/fpsyg.2018.02258>
- 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. <https://doi.org/10.3389/fpsyg.2018.00313>
- 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. <https://doi.org/10.1080/15555240.2017.1398659>
- 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. <http://dx.doi.org/10.4102/sajip.v43i0.1413>

- 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. <https://doi.org/10.1027/1866-5888/a000184>
- 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. <https://doi.org/10.1108/EJTD-07-2016-0047>
- 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. <https://doi.org/10.3389%2Ffpsyg.2016.01799>

Selected Book Chapters

- Costantini, A.**, & Rubini, S. (2023). Job crafting and work engagement among remote workers in Italy: Lessons for workplace innovation. In P. R. A. Oeij, S. Dhondt, & A. McMurray (Eds.). *A research agenda for workplace innovation: The Challenge of disruptive transitions*. Edward Elgar Publishing Ltd. <https://doi.org/10.4337/9781800881945.00019>
- 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 multicultural positive psychology interventions*. (pp. 161-177), Cham, Switzerland: Springer.
- 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.
- 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.
- Costantini, A.**, Ceschi, A., & Sartori, R. (2016). Il rientro al lavoro dopo la maternità. [Returning to work after maternity leave]. In P. Argentero & E. Fiabane (Eds.) *Il rientro al lavoro. Sostegno, motivazione, employability*. (pp. 103-137), Milano: Raffaello Cortina Editore.

CONGRESSES

Invited Seminars, Selected Oral Presentations & Posters

- Turrini, M., Avanzi, L., **Costantini, A.**, Perinelli, E., & Vignoli, M. (2024, Sept.). *L'impatto del mentoring sull'occupabilità percepita. Uno studio quantitativo longitudinale*. Oral presentation presented at the Annual AIP 2024 Congress – division: Psychology for Organizations, Bergamo, Italy.
- Ferrarini, F., **Costantini, A.**, Curzi, Y. & Fraccaroli, F. (2024, July). *Job characteristics and organizational citizenship behavior: Does flexible working time matter? Evidence from the public sector*. Oral contribution presented at the 40th EGOS Colloquium 2024, University of Milan-Bicocca, Milan, Italy.
- Costantini, A.**, & Zaniboni, S. (2024, May). *Navigating the Aging Workforce: Mapping Dynamics of Successful Aging and Retirement*. Age-It General Meeting, 20-22 May 2024, Università Ca' Foscari, Venezia, Italy.
- Costantini, A.** (2024, Feb.). *Navigating the Landscape of Employee Proactive Behaviors: Insights into Job Crafting, Work Investment, and Wellbeing*. Invited seminar held on the 16th of February 2024, Future of Work Institute, Curtin University, Perth, Australia.
- Costantini, A.**, Vignoli, M., Avanzi, L. & Zaniboni, S. (2024, Feb.). *Job crafting moderates the influence of morning personal resources on evening psycho-physiological states. The role of age*. In Mulder, L. (Chair, proponent). *How is crafting helping? Zooming into crafting approaches and their transformative potential for job characteristics, health, and environmental situational factors*. Symposium presented at the 2024 Centre for Transformative Work Design Conference, 13-14 February 2024, Perth, Australia.
- Costantini, A.**, Vignoli, M., Serbati, A. & Avanzi, L. (2023, Sept.). *Not your face but (y)our heart's desire: Un'analisi qualitativa delle dinamiche implicate nel successo dei percorsi di mentoring di studenti universitari*. In M. Vignoli (Chair, proponent). *Models and practices to support the career paths of university students*. Symposium presented at the Annual AIP 2023 Congress – division: Psychology for Organizations, Cagliari, Italy.
- Costantini, A.**, Avanzi, L. & Vignoli, M. (2023, May). *Off to a Good Start? How Job Crafting Moderates the Influence of Morning Personal Resources on Evening Psycho-Physiological States*. In **A. Costantini** (Chair, proponent). *Crafting Jobs and Beyond: How Crafting Is Linked with Changes Across Contexts*. Symposium presented at the EAWOP 2023 Congress, Katowice, Poland.
- Lopper, E. (2023, May). *Do it yourself – Multilevel perspectives on job crafting in the workplace*. **A. Costantini** (Discussant). Symposium presented at the EAWOP 2023 Congress, Katowice, Poland.

- Costantini, A.** & Avanzi, L. (2022, Sept). Key psychological perceptions in management decisions regarding the people to be involved in organizational restructuring: A case study. In L. Avanzi (Chair). *The role of personal characteristics in personnel selection and assessment processes*. Symposium presented at the Annual AIP 2022 Congress – division: Psychology for Organizations. Padova, Italy.
- Costantini, A.** & Weintraub, J. (accepted - cancelled due to COVID-19). Understanding proactivity during remote working: Self-leadership and job crafting for well-being and task significance. In I. Martinez Corts (Chair). *Job design and customization to improve employee experiences in different organizational contexts*. Symposium to be presented at the EAWOP 2022 Conference.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.

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.

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.

Other Publications

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.

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

SERVICE

EDITORIAL BOARDS

- 2024: Guest Editor:
 - o Bakker, A., Demerouti, E., Xanthopoulou, D., & **Costantini, A.** (2024). Job Demands–Resources Theory at 25: Looking Back and Moving Forward. *Journal of Occupational and Organizational Psychology*.
- 2023 – present: **Member of the Editorial Board:** *European Journal of Work & Organizational Psychology*.
- 2021 – present: Associate Editor: *Frontiers in Psychology | Positive Psychology*.
- 2021: Guest Editor:
 - o **Costantini, A.**, Pekaar, K., & Wang, H. (2021). Proactive Work Design in Unstructured Work: New Challenges and Opportunities. *Frontiers in Psychology | Organizational Psychology*.
 - o Van Zyl, L. E., ten Klooster, P., de Beer, L., Zondervan-Zwijnenburg, M., Vera, M., & **Costantini, A.** (2021). Positive Psychological Assessments: Modern Approaches, Methodologies, Models and Guidelines. *Frontiers in Psychology | Positive Psychology*.

REVIEWER

- Ad-hoc reviewer for *Organizational Psychology Review; European Journal of Work and Organizational Psychology; Applied Psychology: An International Review; Journal of Occupational and Organizational Psychology; Human Resource Management; Work, Aging and Retirement; Current Psychology; Journal of Applied Behavioral Science; The International Journal of Human Resource Management; Personnel Review; Stress and Health; Frontiers in Psychology; Industrial Health; Journal of Management and Organization; Career Development International*.

SELECTED AWARDS AND HONORS

2021	Best Paper Award for 2021. Paper: <i>In Memory of Edward Diener: Reflections on his career, contributions and the science of happiness</i> .	Frontiers in Psychology Positive Psychology.
2021	Outstanding Associate Editor's Award for 2021.	Frontiers in Psychology Positive Psychology.
2020	Best PhD Thesis in Work & Organizational Psychology. Thesis: <i>Make it Work. How Cognitive & Behavioral Dynamics Shape Job Crafting</i> .	AIP – Italian Association of Psychology Organizational Psychology section.
2020	Best Research Paper (2 nd place): Evidence on the Hierarchical, Multidimensional Nature of Behavioral Job Crafting. <i>Applied Psychology: An International Review</i> .	AIP – Italian Association of Psychology Organizational Psychology section.
2017	Best Paper: <i>Perini, M. & Costantini, A. (2017). How can the technology introduction foster educational innovation in VET centers? A comparative case study</i> .	END 2017 - International Conference on Education and New Developments, 24-26 June, Lisbon, Portugal.
2015	Conte Alessandro Giuliani Dissertation Prize. Thesis: <i>Towards employability counselling. Development and implementation of a multi-dimensional and multi-source model of employability assessment</i> .	Verona University (IT).

RESEARCH GRANTS & FUNDING

Medium and Large Grants (>€5K)

- 2023 **Fondazione CARITRO, call “Post-doc” 2023 (funded):** “WELL-FARe: Fostering innovation potential in collaborative local welfare through informed change management”. Arianna Costantini (PI). In cooperation with Fondazione Demarchi, Trento. Duration: 24 months.
Overall funding: € 71.000
- 2020 **Fondazione Cariverona, call for Scientific Research Excellence 2018 (funded):** “How to enhance employability in fragile-literacy groups: Testing an integrate psycho-linguistic intervention model”. Member of the research group. Principal Investigator: Prof. D. Delfitto (Verona University). Duration: 01/01/2020-01/01/2023.
Overall funding: € 182.000
- 2019 **Veneto Region (IT), Call 1311 - Training Intervention (funded):** “Job crafting: tools and techniques for the self-management of change processes in work contexts” Arianna Costantini (PI). Duration: September 2018.
Overall funding: € 6.560

Small Grants (<€5K)

- 2019 **Italian Association of Psychology, AIP – division: Psychology for Organizations (funded).** 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.*
- 2018 **PhD School in Humanities, Verona University – Internationalization Program (funded).** Supporting grant for a research stay at TU/e, Eindhoven (NL).
- 2017 **Italian Association of Psychology, AIP – division: Psychology for Organizations (funded).** Small grant to support the research project: *Individual and situational differences at the origin of job crafting. An action-research project.*
- 2017 **PhD School in Humanities, Verona University – Internationalization Program (funded).** Supporting grant for a research stay at TU/e, Eindhoven (NL).

SELECTED TEACHING EXPERIENCES

2023-2024	<i>Work & Organizational Psychology (9 CFU)</i> Course coordinator, design, lecturer.	Bachelor’s degree “Psicologia generale, dello sviluppo, del genere e del comportamento sociale”, University of Rome Tor Vergata (IT).
2023-2024	<i>Strumenti per il cambiamento in ambito lavorativo.</i> Course coordinator, design, lecturer.	Bachelor’s degree “Scienze e Tecniche di Psicologia Cognitiva”, Trento University (IT).
2023-2024 2022-2023	<i>Tools for Change Management.</i> Course design, Lecturer.	Master's degree “Nursing and Obstetrics”, University of Verona at Trento (IT).
2022-2023	<i>Work Psychology.</i> Class Tutor, Lecturer.	Bachelor’s degree “Scienze e Tecniche di Psicologia Cognitiva”, Trento University (IT).
2017-2020	<i>Psychology and Communication: Processes of Innovation and Creativity in Organizations.</i> Course design, Lecturer.	Bachelor’s degree “Communication Sciences”, Verona University (IT).
2014-2020	<i>Human Resource Psychology: The Professional Interview.</i> Course design, lecturer.	Bachelor’s degree “Communication Sciences”, Verona University (IT).
2016-2019	<i>Work & Organizational Psychology.</i> Class Tutor.	Bachelor’s degree “Professional Training in Organizations”, Verona University (IT).
2017-2019	<i>Human Resource Management Lab.</i> Course coordinator.	Postgraduate course in “Labor Counseling”, Verona University (IT).
2016-2017	<i>Training Design and Assessment.</i> E-Learning Tutor.	Dept. of Philosophy, Sociology, Education, and Applied Psychology, Padua University (IT).
2015-2017	<i>Creative workshop in business communication.</i> Course design, Lecturer.	Bachelor’s degree “Communication Sciences”, Verona University (IT).

ATTENDED COURSES

2022	8th EAWOP Early Career Summer School. 7-11 June 2022.	EAWOP, Cyprus Institute of Marketing & Centre for Business Research, Protaras, Cyprus.
2020	Multilevel modeling: from simple direct cross-level effects to complex moderated mediation models.	AIP, Organizational Psychology section and Verona University, Italy.
2019	International methodological summer school on multilevel analysis of diary data.	AIP, Organizational Psychology section and Verona University, Italy.
2018	Introduction to multilevel moderation analysis: Probing and plotting cross level interaction.	Pre-conference workshop, 13th Conference of the EAOHP, Lisbon, Portugal.
2018	Post-graduate Course 2018 in systematic reviews and meta-analyses for the development of evidence-based guidelines. Cochrane Method.	Verona University, Italy.
2017	International Pre-Congress Methodological School: Multilevel models for organizational psychology.	AIP – Organizational Psychology Section at Caserta, Italy.
2017	Introduction to multilevel models in organizational research.	AIP – Organizational Psychology Section at Rovereto (TN), Italy.