

## Annalisa Theodorou, PhD

### PUBLICATIONS IN PEER-REVIEWED JOURNALS

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- Theodorou, A.**, Panno, A., Agrimi, M., Masini, E., & Carrus, G., (2022). Can we barter local taxes for maintaining our green? A psychological perspective. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.816217>
- Theodorou, A.**, Livi, S., Kruglanski, A. W., & Pierro, A. (2022). Motivated team innovation: Impact of need for closure and epistemic authority. Advance online publication. *Group Processes & Intergroup Relations*. <https://doi.org/10.1177/13684302211038055>
- Theodorou, A.**, & Kosic, A. (2021). Need for closure, morality, and prejudice: The relationship between the need for closure, stereotyped in-group and out-group morality, and prejudice toward the out-group. *Social Psychology*. Advance online publication. <https://doi.org/10.1027/1864-9335/a000462>
- Theodorou, A.**, & Livi, S. (2021). My partner looks, swims, and quacks like a duck: The need for cognitive closure in the interpersonal perception of romantic engagement in close relationships. *International Journal of Psychology*. Advance online publication. <https://doi.org/10.1002/ijop.12812>
- Panno, A., **Theodorou, A. (shared first authorship)**, Carbone, G., De Longis, E., Cepale, G., Massullo, C., Carrus, G., & Imperatori, C. (2021). Go greener, less risk: Access to nature is associated with lower risk taking in different domains during the COVID-19 lockdown. *Sustainability*, 13(19). <https://doi.org/10.3390/su131910807>
- Theodorou, A.**, Panno, A., Carrus, G., Carbone, G. A., Massullo, C., & Imperatori, C. (2021). Stay home, stay safe, stay green: The role of gardening activities on mental health during the Covid-19 home confinement. *Urban Forestry & Urban Greening*, <https://doi.org/10.1016/j.ufug.2021.127091>
- Theodorou, A.**, Livi, S., Alessandri, G., Pierro, A., & Caprara, G. V. (2021). I don't feel positive, but you are: Every issue can be settled! The role of self and others' positivity in the perception of intragroup conflict at work. *Current Psychology*. 40(11), 5370-5378. <https://doi.org/10.1007/s12144-019-00502-8>
- Theodorou, A.**, Livi, S., & Alessandri, G. (2020). The role of individuals' and their partners' positivity in the satisfaction with the relationship: An Actor-Partner Interdependence Mediation Model. *TPM: Testing, Psychometrics, Methodology in Applied Psychology*, 27(3), 331-359. <https://doi.org/10.4473/TPM27.3.3>
- Panno, A., **Theodorou, A. (shared first authorship)**, Carrus, G., Imperatori, C., Spano, G., & Sanesi, G. (2020). Nature reappraisers, benefits for the environment: A model linking cognitive reappraisal, the "being away" dimension of restorativeness and eco-friendly behavior. *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.01986>
- Livi, S., De Cristofaro, V., **Theodorou, A.**, Rullo, M., Piccoli, V., & Pozzi, M. (2020). When motivation is not enough: Effects of prosociality and socialization in volunteers' intention to continue to serve. *Journal of Community & Applied Social Psychology*. 30(3), 249-261. <https://doi.org/10.1002/casp.2446>
- Alessandri, G., Borgogni, L., Latham, G. P., Cepale, G., **Theodorou, A.**, & De Longis, E. (2020). Self-set goals improve academic performance through nonlinear effects on daily study performance. *Learning and Individual Differences*, 77. <https://doi.org/10.1016/j.lindif.2019.101784>
- Theodorou, A.** (2019). Reviewing two sides of the socialization literature: A comprehensive theoretical model of social receptivity of newcomers. *Rassegna di Psicologia*, 36(3), 57-71. <https://doi.org/10.4458/2733-05>
- 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. <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). <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). Vivere senza un lavoro: Positività e salute psicofisica in un campione di disoccupati [Living without a job: Positivity and psychophysical health in a sample of unemployed workers]. *Giornale Italiano di Psicologia*, 44(4), 993-1006. <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. <https://doi.org/10.1080/10615806.2016.1262357>

## OTHER PUBLICATIONS

- Kosic, A., **Theodorou, A.**, Costache, A. L. (2020). Il rammarico e la nostalgia degli immigrati romeni: Un'indagine condotta a Roma e Terracina [The regret and nostalgia of Romanian immigrants: A survey conducted in Rome and Terracina.]. In *Osservatorio Romano sulle Migrazioni XV Rapporto* (52-57). Roma: IDOS.
- Livi, S., & **Theodorou, A.** (2019). I gruppi nelle organizzazioni [Groups in organizations]. In Guido Alessandri e Laura Borgogni (Eds.), *Psicologia per le risorse umane. Temi introduttivi* (pp. 149-174). Milano: Franco Angeli.
- Livi, S., & **Theodorou, A.** (2018). I gruppi nelle organizzazioni [Groups in 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.

## CONFERENCE PRESENTATIONS

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- Theodorou, A.**, Panno, A., Spano, G., Imperatori, C., Sanesi, G., & Carrus, G. (2021, October). *Emotional receptivity to the benefits of nature: The association of cognitive reappraisal with increased pro-environmental behavior through the enhanced experience of being away*. Poster at the International Conference of Environmental Psychology (ICEP 2021), Siracusa, Italy.
- Theodorou, A.**, Panno, A., Carbone, G. A., Massullo, C., Imperatori, C., & Carrus, G. (2021, October). *Thumbs up for green thumbs: The association of gardening activities with mental health during the Covid-19 home confinement*. Talk at the International Conference of Environmental Psychology (ICEP 2021), Siracusa, Italy.
- Theodorou, A.**, Panno, A., Carbone, G. A., Massullo, C., & Imperatori, C., Carrus, G. (2021, September). *The role of gardening in sustaining mental health during the first lockdown in Italy*. Talk at the XVII Italian National Congress of Social Psychology (Italian Association of Psychology), Brescia, Italy.
- Theodorou, A.** (2021, March). *The Actor-Partner Interdependence Mediation Model using multilevel modeling*. Talk at the Multilevel Modeling: Different Research Fields and Research Designs, 2021 Seminar Cycle of Formazione Metodologica (FORME), Department of Psychology, Università Cattolica del Sacro Cuore Milano (online event).
- Theodorou, A.** (2020, September). *Need for closure and perceptions of ingroup and outgroup morality in the prejudice toward immigrants*. Talk at the Thematic Workshop: Migration Studies and Inclusive Policies from Social, Developmental and Educational Perspective, Rome, Italy.
- Theodorou, A.**, Kosic, A. (2019, November). *The role of need for closure and perceptions of ingroup and outgroup morality in the prejudice toward immigrants: Feelings of moral superiority and moral inferiority*. Poster at the conference "Challenges in Developmental and Social Research with Immigrant and Minority People", Rome, Italy.
- Livi, S., **Theodorou, A.** (2019, September). *Do we know our partner? Interpersonal perception of personality and passion in 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, September). *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 19<sup>th</sup> 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 31<sup>st</sup> 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 EXPERIENCES

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- 1 mar 20 – present** **Postdoctoral researcher** at the Department of Education, Roma Tre University. Project: “Establishing Urban FOReSt based solutions In Changing Cities (EUFORICC) PRIN 2017”. Supervisor: Proff. Angelo Panno e Giuseppe Carrus.  
**Activities:** Experimental studies and statistical modeling on the benefits of nature fruition both onsite and via virtual reality (using Oculus).
- 1 aug 19 – 29 feb 20** **Postdoctoral researcher** at the Department of Social and Developmental Psychology, Sapienza University of Rome. Project: “Prejudice towards first- and second-generation immigrants in relation to psychosocial factors (moral foundations, need for closure, morality perceptions and uncertainty perceptions). Supervisor: Prof. Ankica Kosic.  
**Activities:** Statistical modeling of factors predicting an attitude as prejudice.

- 5 jun 17 – 29 aug 17** **Visiting PhD student** at the Department of Psychology, University of Maryland (College Park, MD, USA). Research period abroad as part of the research project related to the PhD thesis under the supervision of Distinguished Prof. Arie W. Kruglanski. Funded by a Mobility Scholarship for PhD students awarded by Sapienza University of Rome for the project entitled “On the permeability of group boundaries: Need for cognitive closure and group acceptance of a new member during the socialization process”.
- Mar 16 – Sept 16** **Internship** at the Dept. of Social and Developmental Psychology, Sapienza University of Rome. Tutor: Prof. Stefano Livi.
- Sept 15 – Mar 16** **Internship** at the Dept. of Psychology, Sapienza University of Rome. Tutor: Prof. Guido Alessandri.

## TEACHING EXPERIENCES

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- a.y. 2021/2022** **Adjunct professor** at the European University of Rome, course taught in English “Processes and group dynamics” (M-PSI/05), CFU:6, h:48, Master’s Degree in Psychology, 2nd year.
- a.y. 2021/2022** **Adjunct professor** at the European University of Rome, course taught in English “Social Psychology” (M-PSI/05), CFU:6, h:48, Bachelor’s Degree in Psychological sciences and techniques, 3rd year.
- a.y. 2019/2020** **Adjunct professor** at the University “G. D’Annunzio” of Chieti-Pescara, course “Psychology of Conflict and Cooperation” (M-PSI/05), CFU:8, h:64, Master’s Degree in Social, Work and Organizational Psychology, 1st year.
- a.y. 2019/2020** **Adjunct professor** at the University “G. D’Annunzio” of Chieti-Pescara, course “Social Psychology II (I-Z)” (M-PSI/05), CFU:8, h:64, Bachelor’s Degree in Psychological sciences and techniques, 3rd year.

- Teaching support and mentoring activities for bachelor's and master's students (**cultrice della materia**) from 2020 for the courses: Social Psychology, Group and community processes and dynamics, and Psychometrics, data analysis and test theory and technique (Prof. Angelo Panno, European University of Rome).
- Teaching support and mentoring activities for bachelor's and master's students Psychology of Work (prof. Guido Alessandri, Sapienza University of Rome) and Social Psychology of Groups (prof. Stefano Livi, Sapienza University of Rome).

## EDUCATION

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- Nov/15 – dec/18** **Doctor of Philosophy (PhD) in Social Psychology.** Obtained in 17/12/2018 from *Sapienza University of Rome*. Final mark: highest mark with honors.  
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” Supervisor: 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** (not subscribed)  
*Sapienza University of Rome*
- Sept/13 – jul/15** **Master’s degree in Health, Clinical, and Community Psychology.** Obtained in 13/07/2015 from *Sapienza University of Rome*. Final mark: 110/110 cum laude (highest mark with honors).  
Dissertation: “Perceived Ability to Find a Job, Individual Experience of Unemployment and Psychosocial Characteristics in a Sample of Unemployed Workers”. Supervisor: prof. Cristiano Violani
- Sept/10- jul/13** **Bachelor’s degree in Psychological Sciences and Techniques of Clinical Intervention for Person, Group, and Institutions.** Obtained in 09/07/2013 from *Sapienza University of Rome*.
- 2010** **High school diploma** obtained in 2010 from Italian School of Athens (Greece).

## METHODOLOGY RESEARCH SEMINARS, COURSES, AND SUMMER SCHOOLS

- Summer School “**Mediazione e moderazione: Applicazione ai modelli lineari generali, misti e generalizzati**” Sept 05-10, 2016 Centro Residenziale Universitario di Bertinoro (Bertinoro, Italy);
- Winter School “**Introduzione ai modelli multilevel nella ricerca organizzativa**” Jan 19-20, 2017 Università degli Studi di Trento (Rovereto, Italy);
- Summer School “**Multilevel modeling with organizational psychology focus**” Sept 11-14 2017 Università della Campania “Luigi Vanvitelli” (Caserta, Italy);
- Summer School “**Dyadic Data Analysis Using Multilevel Modeling with R**” Jun 19-23, 2017 University of Connecticut (Storrs, CT, USA);
- Summer School “**Advanced course on using Mplus**” Jul 9-13 2018 Utrecht University (Utrecht, The Netherlands);

▪ **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 Models*, 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.

## SCHOLARLY ACTIVITIES

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- **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, 19<sup>th</sup> Congress of the European Association of Work and Organizational Psychology (EAWOP), PLoS ONE (2), Behavioral Sciences, Frontiers in Psychology (3). Visit my [Publons profile](#).
- **Review Editor:** Frontiers in Psychology (Environmental Psychology section)

## LANGUAGES AND SOFTWARE SKILLS

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**Mother tongue:** Italian

**Other languages:**

- Modern Greek: level C2 (certificate Ellinometheia, year 2010)
- English: level Cambridge Proficiency C2 (British Council, year 2021)

**Software:** SPSS, RStudio, Mplus (basic)

## GRANTS, SCHOLARSHIPS, AND AWARDS

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- winner of a scholarship worth 500 euros to be used for participation in the 19th congress of the European Association of Work and Organizational Psychology (EAWOP) in Turin 2019, announced by the Italian Association of Psychology (AIP) and intended for the first authors of conference communications.
- responsible for the Starting Research Grant project (1000 euro) funded in 2018 by Sapienza University of Rome entitled "The need to be blinded in romantic relationships: The moderating role of Need for Closure in the interpersonal perception of passion" and n. AR11816436BE9D6B;
- winner of the Mobility scholarship for PhD students (3000 euros) awarded in 2017 by Sapienza University of Rome with a project entitled "On the permeability of group boundaries: Need for cognitive closure and group acceptance of a new member during the socialization process" for funding a three-month research period at the University of Maryland;
- responsible for the Starting Research Grant project (1000 euros) funded in 2017 by Sapienza University of Rome entitled "Oldtimer's adjustment during socialization: The relationship between ego-resiliency and group acceptance of a new member into a group" and n. AR11715C826C777E;
- component of the research project (4000 euros) funded in 2016 by Sapienza University of Rome entitled "No need to be discrete! The value of personality profiles in predicting job performance over and above discrete traits" and n. RP116154C958E66D;
- winner of a three-year PhD student scholarship from November 2015 to October 2018;

- winner of student collaboration grants issued by Sapienza University of Rome in the years 2013-2014-2015;
- winner of the Degree Award issued by Laziodisu in 2013;
- winner of Laziodisu scholarships for the years 2011-2012-2013-2014.

## **AFFILIATIONS**

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- Affiliate Member (2016 - present): Italian Association of Psychology (AIP), Social Psychology section
- 2019-2020: Italian Association of Psychology (AIP), Organizational psychology section.

## **PATENTS**

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- Ongoing - Collaboration in the development of a smartphone application for the use of virtual reality in psychological practice (European University of Rome and IDEGO).
- Alessandri, G., Borgogni, L., Cenciotti, R., & **Theodorou, A.** (in press). *Test PeRS*. Milano: UTilia.