

# Academic Curriculum Vitae

Lucas Alexander Maunz, BSc. MSc.  
Universitätsstraße 15, 6020 Innsbruck  
Email: lucas.maunz@uibk.ac.at  
Phone: +43(0)512 507-56072  
Personal website: lucasmaunz.org




## Education




- 10/2020-current: PhD student at the Department of Psychology, University of Innsbruck. Dissertation: *Self-Actualization at Work*. Supervised by Prof. Jürgen Glaser in Work and Organizational Psychology.
- 2016-2020: Master of Science, Psychology at the University of Innsbruck. Thesis: *Authenticity and self-actualization at work: Relations between work-related authenticity, learning requirements, work resources and self-actualization*. Supervised by Prof. Jürgen Glaser in Work and Organizational Psychology
- 2012-2016: Bachelor of Science, Psychology at the University of Innsbruck, Austria and University of Hagen, Germany. Thesis: *The effect of physical activity on students' academic stress*. Supervised by Dr. Willi Geser in Social Psychology




## Academic Positions

- 10/2020-current: University Assistant at the Department of Psychology, University of Innsbruck. Research, teaching, and administration
- 2017-2019: Student Assistant at the Department of Psychology, University of Innsbruck supporting the lecture Introduction to Psychological Research Methods



### Peer-Reviewed Journal Articles




Schoofs, L., Maunz, L. A., & Glaser, J. (2023). Multi-level effects of authentic leadership on self-actualization at work: The mediating roles of authentic followership and basic psychological need fulfillment. Manuscript submitted for publication at *Current Psychology*. <http://doi.org/10.1007/s12144-023-05480-6>   

Maunz, L. A., & Glaser, J. (2023). Does Being Authentic Promote Self-actualization at Work? Examining the Links Between Work-Related Resources, Authenticity at Work, and Occupational Self-actualization. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-022-09815-1>   




Thal, S. B., Maunz, L. A., Quested, E., Bright, S. J., Myers, B., & Ntoumanis, N. (2023). Behavior change techniques in physical activity interventions for adults with substance use disorders: A systematic review. *Psychology of Addictive Behaviors*. <https://doi.org/10.1037/adb0000842>   




### Manuscripts Under Review




Maunz, L. A., & Glaser, J. (1st revision). Longitudinal Dynamics of Psychological Need Satisfaction, Meaning in Work, and Burnout: A Study of Direct and Reciprocal Within-Person Effects. Manuscript submitted for publication at the *Journal of Vocational Behavior*.  

Maunz, L. A., Thal, S., & Glaser, J. (Under review). Authentic leaders, energized employees? Indirect effects of authentic leadership on intrinsic motivation and exhaustion. Manuscript submitted for publication at *Applied Psychology: An International Review*.   

### Manuscripts in Preparation

Maunz, L. A., & Glaser, J. (in preparation). Self-actualization at work: A 50-year systematic review of concept definitions, measures, and quantitative findings.   

Hilbert, M., Finke, M., Küpper, K., Binnewies, C., Berkemeyer, L., Maunz, L. A. (in preparation). Look How Beautiful! The Role of Natural Environments for Employees' Recovery and Affective Well-Being.   

Maunz, L. A., Taris, T., & Glaser, J. (in preparation). You're Not Yourself When You Are Tired—or is it the Other Way Around? Dynamic Relations Between Authenticity at Work and Exhaustion.   

### Conference Presentations

Maunz, L. A. & Glaser, J. (2023, September 12–15). *Ein systematisches Review der Konzeptdefinition und Metanalyse quantitativer Forschungsergebnisse* [Self-actualization: A systematic review and meta-analysis of work-related findings] [Oral presentation]. 13. Fachgruppentagung der AOW- und Ingenieurspsychologie (AOWI), Kassel, Germany.

Maunz, L. A. & Glaser, J. (2023, July 12–13). *Within-Person Dynamics of Psychological Need Satisfaction, Meaning in Work, and Burnout* [Oral presentation]. 16. DoktorandInnenworkshop der österreichischen Plattform für Arbeits-, Organisations- und Wirtschaftspsychologie, Salzburg, Österreich.

Maunz, L. A. & Glaser, J. (2023, May 24–27). Basic psychological needs, meaning in work and burnout: A three-wave study on their relationships and dynamics [Oral presentation]. In J. Hakanen (Chair), *Symposium on psychological need fulfillment, meaning in work, and burnout* [Symposium]. 21st European Work and Organizational Psychology (EAWOP) Congress, Katowice, Poland.

Maunz, L. A., Schoofs, L., Glaser, J. (2023, May 24–27). *Authentic leadership, authentic followership, need satisfaction, and self-actualization at work: A multi-level study* [Oral presentation]. 21st European Work and Organizational Psychology (EAWOP) Congress, Katowice, Poland.

Maunz, L. A. & Glaser, J. (2023, May 24–27). *Self-actualization: A systematic review and meta-analysis of work-related findings* [Poster presentation]. 21st European Work and Organizational Psychology (EAWOP) Congress, Katowice, Poland.

Maunz, L. A. & Glaser, J. (2022, September 4–7). *Der Einfluss von Arbeitsressourcen auf Authentizität und berufliche Selbstverwirklichung* [The influence of work resources on authenticity and professional self-actualization] [Oral presentation]. 14. Tagung der Österreichischen Gesellschaft für Psychologie, Klagenfurt, Österreich.

Maunz, L. A. & Glaser, J. (2022, July 11–13). *Rethinking self-actualization at work: Critical suggestions for a redefinition* [Poster presentation]. International Conference on

Critical and Radical Humanist Work and Organizational Psychology, Innsbruck, Österreich.

Maunz, L. A. & Glaser, J. (2022, June 09-10). *Selbstverwirklichung durch Arbeit? Ein systematisches Review mit Meta-Analyse über 50 Jahre Forschung* [Self-actualization through work? A 50-Year systematic review and meta-analysis] [Oral presentation]. 15. DoktorandInnenworkshop der österreichischen Plattform für Arbeits-, Organisations- und Wirtschaftspsychologie, Linz, Österreich.

Maunz, L. A. & Glaser, J. (2021, July 18-23). *Occupational self-actualization through authenticity* [Oral presentation]. 32nd International Congress of Psychology (ICP), Prag, Czech Republic.

### Invited Presentations and Other Presentations

Maunz, L. A. & Thal, S. (2023, September 25). *Systematic Reviews and Meta-Analyses* [Workshop]. LVR-Klinikum Essen, Essen, Germany.

Maunz, L. A. (2023, April 18). *Longitudinal Dynamics of Psychological Need Satisfaction, Meaning in Work, and Burnout: A Study of Direct and Reciprocal Within-Person Effects* [Invited Presentation]. University of Münster Organizational Psychology Colloquium, Münster, Germany.

Maunz, L. A. (2023, March 14-21). *Gesunde Führung* [Healthy Leading] [Seminar Presentation]. Online Seminar Series, Helmholtz-Zentrum Dresden-Rossendorf e.V. (HZDR).

Maunz, L. A. (2023, January 24). *The impact of authentic leadership on self-actualization at work: A multi-study perspective* [Invited presentation]. L&M Research Seminar, Amsterdam, Netherlands. <https://abs.uva.nl/content/events/leadership--management/01-2023/lm-research-seminar-lucas-maunz-university-of-innsbruck.html>

### Successful Grant Application and Prizes

*Tiroler Nachwuchsforscher\*innenförderung 2023*, Land Tirol: 18.000,00 EUR

- Project: Self-Actualization at Work Scale (SAWS) Development and Validation
- PI: Lucas Maunz

*Zielvereinbarungsprojekt Internationalisierung 2023*, travel grant to promote international

cooperation and mobility, University of Innsbruck: 4.335,20 EUR

*International Communication Travel Grant*, Österreichische Forschungsgemeinschaft (ÖFG): 500 EUR

*Jury Recognition Award for the Best Student Paper 2023* for the paper *Does Being Authentic Promote Self-actualization at Work? Examining the Links Between Work-Related Resources, Authenticity at Work, and Occupational Self-actualization*, University of Innsbruck: 500 EUR

*EPoS Young Scholar Research Funding 2023*, Economy, Politics & Society: 1.000 EUR

- Project: The Dynamic Relation Between Authenticity at Work and Exhaustion
- PI: Lucas Maunz

*Early-Stage Funding 2022*, University of Innsbruck: 4.518,00 EUR

- Project: Authentic Leadership, Follower' Motivation, Exhaustion, and Psychological Need Fulfillment: A Mixed-Methods Study
- PI: Lucas Maunz

### Teaching Experience

Winter 2022:            *Human-oriented work-, organizational-, and personnel-development*  
[seminar]

Summer 2022:        *Variations of positive leadership and their impact* [seminar]

Summer 2021:        *Variations of positive leadership and their impact* [seminar]

2018–2020:            Self-employed tutoring in SPSS and R, method consulting

2017–2018:            Elementary School Teacher at the Cole International School,  
Innsbruck in Information Technology

### Research Interests and Areas of Expertise

- Occupational Well-being and Motivation
  - o Authenticity and Self-actualization at Work
- Organizational Research Methods
  - o Quantitative Research Methods (e.g., SEM, MLM, meta-analysis)
  - o Qualitative Research Methods (e.g., thematic analysis, content analysis)