

Academic Curriculum Vitae

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Short Profile

- Master of Science in Psychology, dissertation defense June 2024
- Research assistant at the University of Innsbruck since 11/2020
- Research topics: occupational well-being, health, motivation, and identity
- Research methods: longitudinal data modeling, dynamic modeling, meta-analysis, mixed-methods











Education

- 11/2020–current: PhD student at the Department of Psychology, University of Innsbruck. Dissertation: *Authenticity and Self-Actualization at Work: Contributions to Self-Determination and Conservation of Resources Theory*. Supervised by Prof. Jürgen Glaser
- 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
- 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 Ass. Prof. Willi Geser in Social Psychology











Academic Positions and Research Visits

- 02/2024–current: Visiting researcher, Centre for Transformative Work Design, Future of Work Institute, Curtin University, Perth, Western Australia (Duration: February 05 – April 15, 2024; Collaborator: Prof. Sharon Parker)
- 11/2020–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 Psychological Research Methods




Peer-Reviewed Journal Articles

- Maunz, L. A., & Glaser, J. (2024). Longitudinal dynamics of psychological need satisfaction, meaning in work, and burnout: A study of direct and reciprocal within- person effects. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2024.103971> 
- 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. *Current Psychology*. <https://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., Thal, S., & Glaser, J. (Major revision). Authentic leaders, energized employees? Indirect effects of authentic leadership on intrinsic motivation and exhaustion. *Applied Psychology: An International Review*.   
- Hilbert, M., Finke, M., Küpper, K., Binnewies, C., Berkemeyer, & Maunz, L. A. (Major Revision). Look how beautiful! The role of natural environments for employees' recovery and affective well-being. *Journal of Occupational Health Psychology*.  
- Maunz, L. A., Taris, T., & Glaser, J. (Submitted). You're not yourself when you're exhausted: Dynamic relations between authenticity at work and exhaustion. *Journal of Organizational Behavior*.  
- Maunz, L. A., & Glaser, J. (Invitation to resubmit). Self-actualization at work: A 50-year systematic review of concept definitions, measures, and quantitative findings. *Psychological Bulletin*   

Manuscripts in Preparation

- Maunz, L. A., Camgöz, İ., Glaser, J., & Parker, S. (in preparation). Authentically proactive by (work) design: The mediating role of authenticity between work characteristics, and proactive behavior.   

Conference Presentations

- Maunz, L. A., Camgöz, İ., Baier, F., Glaser, J. & Parker, S. (2024, February 14-15) Authentically proactive by work design: The mediating role of authenticity between work characteristics, and proactive behavior. Centre for Transformative Work Design (CTWD) Conference, Perth, Western Australia.
- 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 A. De Rijk & J. Hakenen (chair), *Burnout Assessment Tool (BAT) advancements II: The dynamics of burnout measured with the BAT using longitudinal designs* [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. (tbd, 2024, March 19) State Authenticity at Work: Antecedents, Psychological Processes, and Outcomes. Centre for Transformative Work Design (CTWD) CTWD Seminar Series, Perth, Western Australia.
- 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>

Grants 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 2023	Theories, methods, and research results of applied psychology: Mental health and well-being at work [advanced course]
Winter 2023	Human-oriented work-, organizational-, and personnel-development [seminar]
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

Master Thesis Supervision

- 02/2024–current: Creating meaning in the context of meaningful moments at work:
An intervention [Master thesis]
- 02/2023–02/2024: Activity in nature against exhaustion: An analysis of the
relationships between contact with nature, physical activity
and work exhaustion among teachers [Master thesis]