

Academic Curriculum Vitae

Lucas Alexander Maunz, BSc. MSc.
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Short Profile

- Dissertation in work and organizational psychology at the University of Innsbruck
- Research assistant at the University of Innsbruck 11/2020 – 11/2024
- Research topics: occupational well-being, health, motivation, and identity
- Research methods: longitudinal data modeling, meta-analysis, mixed-methods

Education

- 11/2020 – 11/2024: Dissertation at the Department of Psychology, University of Innsbruck. Thesis: *Authenticity and Self-Actualization at Work: Contributions to Self-Determination and Conservation of Resources Theory*. Graded *excellent* [1]. Supervised by Prof. Jürgen Glaser, second review by Prof. Bettina Kubicek.
- 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

- Since 11/2024 Post Doc at the Department of Psychology, University of Innsbruck. Research, teaching, and administration
- 11/2020 – 11/2024: University Assistant at the Department of Psychology, University of Innsbruck. Research, teaching, and administration
- 06/2024 Visiting researcher at the Department of Psychology, University of Utrecht, the Netherlands. Collaborator: Prof. Toon Taris
- 02 – 04/2024: Visiting researcher at the Centre for Transformative Work Design, Future of Work Institute, Curtin University, Perth, Western Australia. Collaborator: Prof. Sharon Parker
- 2017 – 2019: Student Assistant at the Department of Psychology, University of Innsbruck supporting the lecture Psychological Research Methods

Peer-Reviewed Journal Articles

- Berkemeyer L., Binnewies, C., Hilbert, M., & Maunz, L. A. (In Press). Creative and healthy through improv: Effects of training improvisational theatre on (creative) self-efficacy and self-esteem. *Journal Thinking Skills and Creativity*.
- Hilbert, M., Finke, M., Küpper, K., Binnewies, C., Berkemeyer L., & Maunz, L. A. (In Press). Look how beautiful! The role of natural environments for employees' recovery and affective well-being. *Journal of Occupational Health Psychology*. <https://doi.org/10.1037/ocp0000393>
- Maunz, L. A., Thal, S., & Glaser, J. (2024). Authentic leaders, energized employees? Indirect beneficial and adverse effects of authentic leadership on intrinsic motivation and exhaustion. *Applied Psychology: An International Review* <https://doi.org/10.1111/apps.12546>
- Maunz, L. A., & Glaser, J. (2024). Longitudinal dynamics of psychological need satisfaction, meaning in work, and burnout. *Journal of Vocational Behavior*, 150, 103971. <https://doi.org/10.1016/j.jvb.2024.103971>
- Schoofs, L., Maunz, L. A., & Glaser, J. (2024). Multi-level effects of authentic leadership on self-actualization at work: The mediating roles of authentic followership and basic psychological need fulfillment. *Current Psychology*, 43, 14494–14505. <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*, 38, 347–367. <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*, 37(3), 416–433. <https://doi.org/10.1037/adb0000842>

Manuscripts Under Review

- Hilbert, M., Finke, M., Binnewies, C., Berkemeyer L., Glaser, J. & Maunz, L. A. (Minor Revision). Nature's peace: A daily diary study on nature exposure as antecedent of employees' recovery experiences and affective well-being. *European Journal of Work and Organizational Psychology*.
- Maunz, L. A., de Beer, L., Batinic, B., & Glaser J., (submitted) Revisiting the Stressor-Burnout Relationship: A Study of Long-Term Change and Causal Dominance. *Journal of Applied Psychology*.
- Baierer, F., Maunz, L. A., & Glaser, J. (under Review). Why do Employees Engage in Technology-Assisted Supplemental Work? – The Role of Motivation in Behavior-Regulation and its Consequences for Energy Resources. *Work & Stress*.
- Maunz, L. A., Taris, T., & Glaser, J. (Revision). You're not yourself when you're exhausted: Loss cycle processes between inauthenticity 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*

Manuscript in Preparation

Maunz, L. A., Baierer, F., & Parker, S. (in preparation). Within-Day Dynamics of Proactivity and Authenticity at Work: Spillover Processes from Exhaustion to the Experience of Meaning.

Conference Presentations

- Baierer, F., Maunz, L. A., Glaser, J. (2024, September 16–19). *Arbeitsdruck, technologiegestützte Mehrarbeit und mangelnde Erholung– Die Rolle der Motivation* [Work overload, technology-assisted supplementary work and lack of recovery - the role of motivation] [Oral presentation]. 53rd DGPs Congress / 15th ÖGP Conference, Vienna, Austria.
- Maunz, L. A., De Beer, L., Glaser, J. (2024, September 12–13). *Work stressors and burnout: A study of longitudinal within-person dynamics* [Oral presentation]. EAWOP Small Group Meeting: Challenges in Work Stress, Graz, Austria.
- Maunz, L. A., De Beer, L., Seubert, C., Glaser, J. (2024, July 04–05). *Work stressors and burnout: A closer look at reciprocal within-person effects* [Oral presentation]. AOW-Plattformtreffen 2024, Vienna, Austria.
- Hilbert, M., Finke, M., Küpper, K., Binnewies, C., Berkemeyer, L., & Maunz, L. A. (2024, June 05–07). *Look how beautiful! The role of natural environments for employees' recovery and affective well-being*. [Oral presentation]. 16th EAOHP Conference, Granada, Spain.
- Baierer, F., Maunz, L. A., & Glaser, J. (2024, June 05–07). *Work pressure, technology-assisted supplemental work and lack of recovery – The role of motivation*. [Oral presentation]. 16th EAOHP Conference, Granada, Spain.
- Maunz, L. A., De Beer, L., & Glaser, J. (2024, June 05–07). *Work overload and burnout: A study of longitudinal within-person dynamics*. [Oral presentation]. 16th EAOHP Conference, Granada, Spain.
- Neu, L. M., Sperner-Unterweger, B., Mangweth-Matzek, B., Maunz, L. A., Egeter, J., Hüfner, K., (2024, April 24–27) *Bereitschaft zur Verhaltensänderung bei Patient:innen mit Anorexia nervosa – der Einfluss der individuellen Krankheitswahrnehmung* [Willingness to change behavior in patients with anorexia nervosa - the influence of individual illness perception] [Poster presentation]. 24. Jahrestagung der Österreichischen Gesellschaft für Psychiatrie und Psychotherapie, Vienna, Austria.
- Maunz, L. A., Camgöz, İ., Baierer, 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*. [Oral presentation]. 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, Austria.
- 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, Austria.
- 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, Austria.
- 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, Austria.
- 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 Workshops

- Maunz, L. A. (2024, November 14). *Authentische Arbeit: Effektiv und erfolgreich im Berufsalltag* [Authentic work: Effective and successful in everyday working life] [Workshop]. Relationship Management der Universität Innsbruck, Innsbruck, Austria.
- Maunz, L. A. & Thal, S. (2024, July 01). *Systematic reviews and meta-analyses* [Workshop]. LVR-Klinikum Essen, Essen, Germany.
- Maunz, L. A. (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

International Communication Travel Grant 2024, Österreichische Forschungsgemeinschaft (ÖFG): 500 EUR

Best Student Paper Award 2024 for the paper Longitudinal dynamics of psychological need satisfaction, meaning in work, and burnout. University of Innsbruck: 1.000 EUR

*Tiroler Nachwuchsforscher*innenförderung 2023*, Land Tirol: 18.000 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 2023, Österreichische Forschungsgemeinschaft (ÖFG): 500 EUR

Best Student Paper Award 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 EUR; Project: Authentic Leadership, Follower' Motivation, Exhaustion, and Psychological Need Fulfillment: A Mixed-Methods Study; PI: Lucas Maunz

Teaching Experience

Winter 2024	Human-oriented work-, organizational-, and personnel-development [seminar]
Summer 2024	Seminar on basic- and practice deepening: Self-actualization at work
Summer 2024	Human-oriented work-, organizational-, and personnel-development [seminar]
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

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]