

CURRICULUM VITAE

Luis Curral

Revised February 2016

EDUCATION

2005 PhD in Social Psychology - Lisbon University (Michael A. West, PhD adviser]

1997 Master Degree in Work & Organizational Psychology - Lisbon University

1989 BA in Psychology - Lisbon University

ACADEMIC POSITIONS

2014 Dean of Faculdade de Psicologia da Universidade de Lisboa

2005 Assistant Professor of Organizational Behavior – FPUL

1994 Teaching Assistant – FPUL

RESEARCH GRANTS

Testing Complexity Leadership Theory: A computational model of adaptive leadership - Principal Investigator. Project financed by FCT (Portuguese National Science Foundation), 2014 - 2015 (40.000€).

Transitions of temporary workers: motives, experiences and results - member of research team. Project financed by FCT, 2013 - 2014 (75.000€).

Employment relationship in temporary workers: The importance of human resources management - member of research team. Project financed by FCT, 2009 - 2011 (80.000€).

School failure and school drop out in the University of Lisbon: Contexts and trajectories - member of research team." Project financed by FCT, 2006 - 2010 (100.000€).

Perceptions and attitudes about drug consumption and traffic in the city of Lisbon - Scientific Coordinator. Project financed by Lisbon City Hall (CML), 2003 - 2004 (40.000€).

Job satisfaction and commitment of high school teachers: The role of teamwork - member of research team. Project financed by Portuguese Government Department of Education, 2001 - 2002.

AWARDS

Sabbatical Grant attributed by Portuguese Science and Technology Foundation, 2013.

PhD Grant attributed by Portuguese Science and Technology Foundation, 2003 - 2005.

Grant attributed by British Council to develop research at Aston Business School, UK., 2002.

PUBLICATIONS Journal articles (peer-reviewed)

Curral, L., Marques-Quinteiro, P., Gomes, C., & Lind, P.G. (2016). Leadership as an emergent feature in social organizations: Insights from a laboratory simulation experiment. *PLoS ONE* 11(12): e0166697. doi:10.1371/journal.pone.0166697

Marques-Quinteiro, P., Passos, A., & Curral, L., (2016). Thought self-leadership and effectiveness in self-management teams. *Leadership*, 12(1), 110-126. doi:10.1177/1742715014543579.

- Mendes, M., Gomes, C., Marques-Quinteiro, P., Curral, L. & Lind, P. (2016). Promoting learning and innovation in organizations through complexity leadership theory, *Team Performance Management: An International Journal*, 22(5/6), 301-309. doi:10.1108/TPM-02-2016-0004.
- Gomes, C., Curral, L., Caetano, A., & Marques-Quinteiro, P. (2015). Better off together: A cluster analysis of self-leadership and its relationship to individual innovation in hospital nurses. *Psicologia*, 29, 56-78.
- Marques-Quinteiro, P., Ramos- Villagrasa, P.J., Passos, A. M., & Curral, L. (2015). Measuring adaptive performance in individuals and teams. *Team Performance Management*, 21(7/8), 339-360. doi: 10.1108/TPM-03-2015-0014.
- Santos, S.C., Caetano, A., Baron, R., & Curral, L. (2015). Prototype models of opportunity recognition and the decision to launch a new venture: Identifying the basic dimensions. *International Journal of Entrepreneurial Behavior & Research*, 21:4, 510-538. <http://dx.doi.org/10.1108/IJEER-04-2014-0058>
- Marques-Quinteiro, P., Ramos- Villagrasa, P., Passos, A. M., & Curral, L. (accepted). Measuring adaptive performance in individuals and teams. *Team Performance Management*.
- Chambel, M.J., Sobral, F., Espada, M, & Curral, L. (2015). Training, exhaustion and commitment of temporary agency workers: A test of employability perceptions. *European Journal of Work and Organizational Psychology*, 12(1):15-30. DOI: 10.1080/1359432X.2013.849246. IF: 2.46
- Gomes, C., Curral, L., & Caetano, A. (2015). The mediating effect of work engagement on the relationship between self-leadership and individual innovation. *International Journal of Innovation Management* (online first). DOI: 10.1142/S1363919615500097.
- Marques-Quinteiro, P., Passos, A., & Curral, L., (2015). Thought self-leadership and effectiveness in self-management teams. *Leadership* (online first) DOI: 10.1177/1742715014543579.
- Teixeira, F., Curral, L., & Gomes, C. (2014). Criatividade em contexto organizacional: o impacto de recompensas extrínsecas e do feedback negativo no desempenho criativo. *Psicologia*, 28, 42-59.
- Curral, L., Santos, S. C., & Caetano, A. (2013). Theoretical foundations on the entrepreneurial potential. *Amity Business Journal*, 2(1), 1-11.
- Santos, S. C., Caetano, A., & Curral, L. (2013). Psychosocial aspects of entrepreneurial potential. *Journal of Small Business and Entrepreneurship*, 26, 661-685. doi:10.1080/08276331.2014.892313.
- Marques-Quinteiro, P., Curral, L., Passos, A.M., & Lewis, K. (2013). And now what do we do? The role of transactive memory systems and task coordination in action teams. *Group Dynamics: Theory, Research, and Practice*, 17, 194–206. DOI: 10.1037/a0033304
- Marques-Quinteiro, P., & Curral, L. (2012). Goal orientation and work role performance: Predicting adaptive and proactive work role performance through self-leadership strategies. *The Journal of Psychology: Interdisciplinary and Applied*, 146, 559-577.
- Marques-Quinteiro, P., Curral, L.A., & Passos, A.M. (2012). Adapting the revised Self-Leadership Questionnaire to the Portuguese context. *Social Indicators Research*, 108, 553-564.
- Santos, C.S., Curral, L., & Caetano, A. (2010). Cognitive maps in early entrepreneurship: From motivation to implementation. *International Journal of Entrepreneurship and Innovation*, 11, 29-44.
- González, A.J.G., Rodríguez, Y.T., Curral, L., & Chambel, M.J. (2010). Aplicación de herramientas de comunicación de la plataforma WebCT en la tutorización de estudiantes universitarios

dentro del Espacio Europeo de Educacion Superior. *Pixel Bit Revista de Medios y Comunicación*, 37, 157-170.

- Santos, S.C., Caetano, A., & Curral, L. (2010). Atitude dos estudantes universitários face ao empreendedorismo: Como identificar o potencial empreendedor? *Revista Portuguesa e Brasileira de Gestão*, 9, 2-14.
- Curral, L., & P. Marques-Quinteiro, P. (2009). Self-leadership and work role innovation: Testing a mediation model with goal orientation and work motivation. *Spanish Journal of Work and Organizational Psychology*, 25, 163-174.
- Taberner, C.; Chambel, M.J.; Curral, L.; & Arana, J.M. (2009). The role of task-oriented versus relation-oriented leadership on normative contract and performance. *Social Behavior and Personality: An International Journal*, 37, 1391-1404.
- Chambel, M.J. & Curral, L.A. (2005). Stress in academic life: Work characteristics as predictors of student well-being and performance. *Applied Psychology: An International Review*, 54, 135-147.
- Curral, L.A., Forrester, R.H., Dawson, J.F., & West, M.A. (2001). It's what you do and the way that you do it: Team task, team size, and innovation-related group processes. *European Journal of Work and Organizational Psychology*, 10, 187-204.
- Curral, L.A., & Chambel, M.J. (1999). Processos de grupo em equipas de inovação. *Psicologia*, 13, 163-192.

BOOKS AND BOOK CHAPTERS

- Curral, L., Gomes, C., Marques-Quinteiro, P., & Lind, P. (in press). *Caos e complexidade: Novos conceitos para a gestão das organizações*. Lisboa: RH Editores.
- Leitão, P. & Curral, L. (in press). Quando o caos chega às organizações. In L. Curral, C. Gomes, P. Marques-Quinteiro & P. Lind (Eds.), *Caos e complexidade: Novos conceitos para a gestão das organizações*. Lisboa: RH Editores.
- Santos, D. V., Pereira, N. & Curral, L. (in press). Práticas no caos: Ao encontro da ordem na complexidade. In L. Curral, C. Gomes, P. Marques-Quinteiro & P. Lind (Eds.), *Caos e complexidade: Novos conceitos para a gestão das organizações*. Lisboa: RH Editores.
- Curral, L. (2014). Core performance measures. In Alex C. Michalos (Ed.), *Encyclopedia of Quality of Life Research*. Heidelberg, Germany: Springer-Verlag
- Curral, L., & Santos, S. C. (2014). O que é uma Boa Discussão de Resultados? [What is a good results discussion?] In J. Gomes & F. Cesário (Eds.) *Investigação em GRH: Um guia de boas práticas* [Research in HRM: A good practice guide]. Lisboa: Escolar Editora.
- Curral, L., & Chambel, M.J., (2011). Diferentes níveis de troca social nos trabalhadores temporários: A empresa, o líder e a equipa [Different levels of social exchange in temporary workers: The company, the leader and team]. In M. J. Chambel (Ed.). *Novos desafios para a GRH: O caso dos trabalhadores temporários* [New challenges for HRM: The case of temporary workers]. Lisboa: Editora RH.
- Chambel, M.J., & Curral, L. (2008). *Psicologia organizacional: Da estrutura à cultura* [Organizational psychology: From structure to culture]. Lisboa: Livros Horizonte.
- Chambel, M.J., & Curral, L. (2001). A comunicação nas organizações [Communication in organizations]. In A. Caetano, J. Keating, & A. Ferreira (Eds.). *Psicologia Social das Organizações* [Social Psychology of Organizations]. Lisboa: MacGraw-Hill.

- Chambel, M.J., Curral, L., Fortes Ferreira, L., & Morais, M.A. (2000). A gestão de recursos humanos e as percepções, atitudes e bem-estar dos trabalhadores: Um estudo comparativo entre dois casos [Human resources management and employees perceptions, attitudes and well-being: A comparative study of two cases]. A. D. Gomes, A. Caetano, J. Keating, & M.P. Cunha (Eds.), *Organizações em Transição [Organizations in transitions]*. Coimbra: Imprensa da Universidade.
- Chambel, M.J., Curral, L.A., & Ferreira, M. (1997). Satisfação no trabalho e satisfação familiar: Uma investigação preliminar. [Work and family satisfaction] In H. Marchand & H. Rebelo-Pinto (Eds.), *Família: Contributos da Psicologia e das Ciências da Educação*. Lisboa: Educa.
- Chambel, M.J., & Curral, L. (1995). *Psicossociologia das Organizações [Organizational Psychology]*. Lisboa: TextoEditora.

REFEREED CONFERENCE PRESENTATIONS

- Marques-Quinteiro, P. Passos, A. M., & Curral, L. (March 2012). The Ace team: Adaptation, cognition and effectiveness in management teams. Presented at the 33rd Annual Conference IOOB. UCF, Tampa, USA).
- Marques-Quinteiro, P. Curral, L., & Passos, A. M. (July 2012). Team performance in police special forces: Testing the conditional indirect effects of transactive memory systems on team coordination and team adaptive performance. To be presented at The InGroup Conference, Chicago, USA).
- Curral, L., & Chambel, M.J. (Julho, 2011). The mediating effect of LMX on the relationship between HR practices and work engagement: Comparing temporary and permanent workers in manufacturing industry. Presented at the *12th European Congress of Psychology*, Istanbul, Turkey.
- Marques-Quinteiro, P. Passos, A. M., & Curral, L. (May 2011). When Thinking is not enough: Temporal relationships between team self-leadership, team collective efficacy and team performance. Presented at the XV EAWOP Conference, Maastricht, The Netherlands.
- Marques-Quinteiro, P., & Curral, L. (February, 2010). Auto-liderança e inovação de papel: Efeitos de mediação com a orientação dos objetivos e a motivação intrínseca. Presented at the *VII Simpósio Nacional de Investigação em Psicologia*, Braga, Portugal.
- Marques Pinto, A. & Curral, L. (March, 2010). Academic work demands and resources and higher education students' well-being. Co-Chair of the seminar presented at the *9th Conference of the European Association of Organizational and Health Psychology*, Roma, Italy.
- Communications presented in the seminar:*
- Curral, L., Chambel, M.J., Figueira, C., Castanheira, F., & Marques-Pinto, A. The impact of the Bolonha process on student's well-being: A comparison of pre and post Bolonha students on their perceptions of work demands, control, peer support and well-being.
- Correia-Santos, S., Caetano, A., Curral, L., & Spagnoli, P. (2010). How to assess the entrepreneurial potential. Presented at the *International Council for Small Business Conference - ICSB 2010*. Cincinatti, USA.
- Correia-Santos, S., Caetano, A., & Curral, L. (July 2010). Psychosocial processes of entrepreneurship: the theoretical gap between personnel selection and entrepreneurship. Presented at the *Brown International Advanced Research Institute: Technology Management and Entrepreneurship*. Brown University, Providence, Rhode Island, USA.
- Curral, L., & Marques Pinto, A. (May, 2009). Work-related well-being of firefighters. Co-Chair of the seminar presented at the *XIV European Congress of Work and Organizational Psychology*, Santiago de Compostela, Spain.
- Curral, L., & Carvalho, I.S. (Setembro, 2008). The mediating effect of teamwork on the relationship

between social exchange and individual performance. Presented at the *12th International Workshop on Teamworking*, Aston University, Birmingham, UK.

Carvalho, I.S., Curral, L., & Chambel, M.J. (February, 2007). The development of psychological contract breach and violation: The influence of relationship quality. Presented by invitation at the *EAWOP Small Group Meeting on Psychological Contract*, Zurich, Switzerland.

Marques Pinto, A., & Curral, L., Chambel, M.J., & Castanheira, F. (May, 2007). Life is more than work: Leisure time as a buffer of excessive work demands effects on burnout. Poster presented at the *XIII European Congress of Work and Organizational Psychology*, Stockholm, Sweden.

Curral, L. (September, 2005). Differences between idea generation and idea implementation in the process of innovation within R&D teams. *Chair of seminar at the VI Simpósio de Comportamento Organizacional*, Lisboa, Portugal.

Curral, L., & Chambel, M.J. (July, 2002). Teambuilding interventions to improve team climate for innovation. Presented at the *XXV International Congress of Applied Psychology*, Singapore.

MEMBERSHIP IN PROFESSIONAL AND SCIENTIFIC ORGANIZATIONS

Association for Psychological Science

European Association of Work and Organizational Psychology

International Association of Applied Psychology

Associação Portuguesa de Psicologia (Portuguese Psychological Association) Sociedade Portuguesa de Psicologia (Portuguese Psychological Society)

SERVICE

Research and PhD panels

External examiner in 15 national and international Ph.D. dissertation panels, 2008-2013.

Discussant at the Biannual International PhD Meeting in Social and Organizational Psychology, 2011-2013 ISCTE-IUL, Lisboa.

Discussant at the research seminars integrated in the PhD Programme in HR Management and Development, 2007-2013 ISCTE-IUL, Lisboa.

Member of selection panel for *Research Fellowships in the area of Human Resources Management*, under programme Ciência 2008 by FCT.

Editorial

Editorial board member of *Amity Business Journal*, 2012 - present

Editorial board member of *Comportamento Organizacional e Gestão* [Organizational Behavior and Management Journal], 2009 - present

Ad hoc Reviewer

Journal of Business and Psychology

Academy of Management Conference 2013

XIV European Congress of Work and Organizational Psychology

PSICOLOGIA [Journal of the Associação Portuguesa de Psicologia]

Comunicação e Sociedade

TEACHING EXPERIENCE

Work and Organizational Psychology (BA level)
History of Ideas in Psychology (BA level)
Organizational Behavior (Master level)
Organizational Theory (Master level)
Organizational Change and Development (Master level)
Research Seminar (Master level)
Stress and Well-being at Work (Master level)

STUDENT SUPERVISION

Advisor for PhD students

Susana Santos (2010-2013)
Catarina Gomes (since 2010)
Pedro Marques-Quinteiro (since 2011)
Cristina Fachada (since 2011)
Elsa Costa (2009)

Advisor for Master students

30+ Master dissertations in W&O Psychology concluded with success (since 2008)
Advising 10 Master students (since 2013)
Supervised over 100 students during Practicum required to complete MSc in W&O Psychology.