

# Luca Tisu

Psychologist & University Lecturer | Organizational Psychology

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## PROFESSIONAL EXPERIENCE

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### West University of Timișoara – Timișoara, Romania

#### University Lecturer | Feb 2025 – Present – Timișoara, Romania

- University teaching at bachelor's and master's level, focusing on core and applied courses: Critical Thinking in Cognitive Sciences, Research Methods and Statistics, Experimental Psychology.
- Research focused on investigating relationships between psychological well-being, organizational performance, and entrepreneurial behaviors; results disseminated in publications and specialized conferences.
- Applied psychological consulting in organizational development projects, including the design and validation of psychometric instruments for assessing individual and collective traits relevant to the professional context.
- Coordination and delivery of professional training programs for employees across various industries, emphasizing the development of cognitive, emotional, and interpersonal competencies.
- Active involvement in interdisciplinary projects combining empirical research with practical applications in organizational psychology and entrepreneurship.

#### Higher Education Research Assistant | Feb 2019 – Feb 2025 – Timișoara, Romania

- Research in organizational psychology
- Data collection and statistical analysis
- Academic article writing
- Teaching activities

#### UEFISCDI PCE 134/2021 – Success through strengths use. Using proactive strategies to enhance employee well-being and performance

- Data collection and analysis
- Writing and publishing scientific papers

#### H2020 TWINNING PROJECT – Learning in emotionally vulnerable people

- Data collection and analysis
- Writing and publishing scientific papers

### Independent Practice

#### Psychologist | Jan 2023 – Present – Timișoara, Romania

- Licensed psychologist in independent practice (under supervision) in occupational, transport, and services psychology
- Psychological testing and assessment
- Organizational consulting and diagnosis

### Accenture – Timișoara / Bucharest, Romania

#### HR Analyst | Aug 2015 – Dec 2018 – Timișoara / Bucharest, Romania

- Back-office HR support for Unilever Switzerland employees
- HR support processes (e.g., preparing employment contracts)

## EDUCATION & TRAINING

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#### PhD in Psychology | Sep 2018 – Mar 2022 | West University of Timișoara

Dissertation: Entrepreneurs' Personal Resources and Individual Strategies – Why and when are they beneficial? | Grade: Summa cum laude / Excellent

#### Master's in Occupational and Organizational Health Psychology | Sep 2016 – Jul 2018 | West University of Timișoara

#### Bachelor's Degree in Psychology | Sep 2013 – Jul 2016 | West University of Timișoara

## LANGUAGE SKILLS

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**Romanian:** Native | **English:** C2 (Proficient) | **German:** C1 (Advanced)

## COMPETENCIES & SKILLS

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### Technical / Analytical

- Advanced statistical analysis: structural equation modeling, network analysis, mediation/moderation, scale development
- Software: R, SPSS, jamovi, Inquisit, Microsoft Office, AI prompting
- Psychometric instrument design and validation

### Professional & Interpersonal

- Analytical thinking developed through years of research and organizational diagnosis
- Public speaking and academic presentation
- Leadership and team coordination (student organizations & private sector)
- Task delegation and project management
- Strong communication skills developed through national and international projects

## SELECTED PUBLICATIONS

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**2025**

***Joining forces! Leaders' intellectual stimulation and employees' growth mindset as predictors of daily strengths use and performance: a multilevel approach***

Tisu, L., Pap, Z., & Virga, D. (2025). *Baltic Journal of Management*, 1–20.

**2025**

***Empowering future entrepreneurs: Testing a strengths-based mindset intervention in a quasi-experimental pilot study***

Ardelean, D. A., Tisu, L., & Vîrgă, D. (2025). *Psihologia Resurselor Umane*, 23(1).

**2025**

***Can we have fun at work and still be competent and engaged? Multilevel pathways from playful climate to work engagement***

Pap, Z., Tisu, L. & Vîrgă, D. (2025). *Journal of Business and Psychology*, 1–15.

**2023**

***Psychological capital and work-home enrichment: job crafting as a mediator***

Tisu, L., & Vîrgă, D. (2023). *Personnel Review*, 52(8), 1975–1990.

**2023**

***Effectiveness of strengths use interventions in organizations: A pre-registered meta-analysis of controlled trials***

Virga, D., Rusu, A., Pap, Z., Maricuțoiu, L., & Tisu, L. (2023). *Applied Psychology*, 72(4), 1653–1693.

**2023**

***Entrepreneurial well-being and performance: antecedents and mediators***

Tisu, L., Vîrgă, D., & Taris, T. (2023). *Frontiers in Psychology*, 14, 1112397.

**2022**

***Proactive vitality management, work-home enrichment, and performance: a two-wave cross-lagged study on entrepreneurs***

Tisu, L., & Vîrgă, D. (2022). *Frontiers in Psychology*, 13, 761958.

**2020**

***Personality characteristics, job performance and mental health: the mediating role of work engagement***

Tisu, L., Lupșa, D., Vîrgă, D., & Rusu, A. (2020). *Personality and Individual Differences*, 153, 109644.

## CONFERENCES & SEMINARS

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**Mar 2026 | Cluj-Napoca – APIO Conference**

- Oral presentation: "From individual to collective strengths use: A quasi-experimental pilot intervention"
- Workshop: "Strengths use interventions: From theory to practice"

**2025 | Sibiu – APIO Conference**

- Paper presentation: "Exploring links between individual workplace strategies: A JD-R theory overview through network analysis" (Tisu, L., Ștefan, M., & Vîrgă, D.)

#### **2024 | Bucharest – APIO Conference**

- Scientific paper: "Development and validation of the workplace strengths optimization scale" (Tisu, Vîrgă, & Rusu)

#### **2024 | Sinaia – APIO Winter School**

- Invited lecturer on "Measurement invariance and cross-lagged studies"

#### **2023 | Katowice – EAWOP Conference**

- Scientific paper: "From personal resources to proactive strategies and performance: Testing antecedents and outcomes of strengths use in a three-wave study" (Pap, Tisu, & Vîrgă)

#### **2022 | Edinburgh – EAWOP Conference**

- Scientific paper: "Proactive vitality management, work-home enrichment, and performance: A two-wave cross-lagged study on entrepreneurs" (Tisu & Vîrgă)

#### **2021 | Como – Learnvul Summer School**

- Academic writing skills and advanced statistical analysis development

#### **2021 | Utrecht – Modelling of Intensive Longitudinal Data**

- Advanced training in longitudinal data analysis methods

### **PROJECTS & TRAINING DELIVERED**

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- 2025 – Professional training through development of proactive workplace strategies – TEC:Agency
- 2024 – The role of AI in the workplace: a pilot study – Continental Romania
- 2024 – Critical Thinking Workshop – Superhumans Romania
- 2024 – UPT International Students Week
- 2024 – Strengths Use Workshop – Superhumans Romania
- 2023 – Advanced Statistics Workshop – FDI-UVT
- 2023 – Leadership competency measurement instrument development – Continental Romania
- 2023 – Well-being workshop for medical assistants – OAMMAGR
- 2023 – Strengths Intervention – StartUp Survivor
- 2022 – Leadership Academy – North American Economic Forum
- 2020–Present – Trainer, West Summer University