

PERSONAL INFORMATION

Norberth-Ioan Okros



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Sex Male | Date of birth 17/06/1995 | Nationality Romanian

WORK EXPERIENCE

27/02/2023 - present	<p>Assistant Professor West University of Timișoara, 4 Vasile Pârvan Boulevard, Timișoara 300223, Romania, https://www.uvt.ro/ro/</p>
05/03/2021 – 31/12/2023	<p>Research Assistant in Psychology Project PN-III-P4-ID-PCE-2020-1880 – “Harnessing Proactive Behaviors to Enhance Employee Well-Being and Performance” – coordinated by Prof. Delia Virgă https://psihologietm.ro/megsis/</p>
21/02/2020 – 21/02/2023	<p>University research assistant West University of Timisoara, 4 Vasile Pârvan Boulevard, Timișoara 300223 https://www.uvt.ro/ro/</p>
22/12/2017 – Present	<p>Psychologist Applied psychology in the field of national security Practitioner - Supervision</p>
24/11/2017 – Present	<p>Psychologist Clinical Psychology Practitioner - Supervision</p>
08/06/2017 – Present	<p>Member Society of military psychology, Bucharest https://www.militarypsychology.ro</p>
07/05/2016 – 12/05/2017	<p>Internal Vice President The Association of Sociology and Psychology Students from Timisoara</p> <ul style="list-style-type: none"> ▪ The Internal Vice President monitors the project coordinators and the good collaboration between them. ▪ Promotes projects among potential coordinators and organizes Knowledge Transfer sessions between former and future project coordinators. Organize training sessions for them in order to acquire the skills they need to coordinate. Facilitates collaboration between project coordinators, motivates and supports them when they need it.
02/11/2016 – 07/2017	<p>Student counselor Faculty of Sociology and Psychology, West University of Timisoara https://fsp.uvt.ro</p> <ul style="list-style-type: none"> ▪ The student counselor participates in the meetings of the faculty council, has the right to vote, to propose and to support initiatives that reflect the wishes of the students. It also communicates to students the decisions taken by the board.
26/10/2015 – 10/2016	<p>Coordinator of the PsyForensic Project The Association of Sociology and Psychology Students from Timisoara</p>

- 27/07/2016 – 10/08/2016 **Volunteer**
 West Summer University, Students' Organization from the West University of Timișoara (OSUT)
- 10/2014 – 26/10/2015 **Member**
 The Association of Sociology and Psychology Students from Timisoara
- 23/07/2015 – 06/08/2015 **Volunteer**
 West Summer University, Students' Organization from the West University of Timișoara (OSUT)

EDUCATION AND TRAINING

- 25/09/2019 – 30/09/2022 **PhD in Psychology**
 Doctoral School of Psychology, West University of Timisoara
- 2019 – 2020 **Postgraduate Program for Continuous Professional Training and Development**
 UVT Teaching & Learning Brand
 Department for Teacher Training, West University of Timișoara
- 01/10/2017 – 26/06/2019 **Master degree**
 Applied psychology in the field of national security, University of Bucharest

 - Applied military psychology
 - Judicial and penitentiary psychology
 - Conflict psychology and negotiation
 - Development of diplomatic skills
- 14/10/2017 – 22/06/2019 **Complementary training**
 Behavioral Analysis & Criminal Profiling, FormaPsy Association, Bucharest
- 2014 – 2017 **Bachelor's degree in Psychology**
 Faculty of Sociology and Psychology, West University of Timisoara

 - Experimental psychology
 - Psychological statistics
 - Forensic psychology
 - Clinical psychology
 - Organizational psychology
- 14/12/2015 – 19/12/2015 **Graduation Certificate**
 Diplomacy & Intelligence (intensive courses), Center for Applied Strategies

 - Civil society control over the activity of intelligence services
 - Informative activities and forms of coverage. New methods in the activity of espionage and counterespionage
 - Protection of persons during diplomatic missions
- 2010 - 2014 **High School**
 „Preparandia Dimitrie Țichindeal” National College Arad
 Field(s) of study: Social sciences

PERSONAL SKILLS

Mother tongue(s) Romanian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	B2	B2	B2	B2	B1

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user. Common European Framework of Reference for Languages

Communication skills

- good communication skills acquired through the exercise of speaking in front of a large audience at various events;
- excellent interaction skills with children and young people.

Organisational / managerial skills

- leadership acquired through the position of Coordinator of the PsyForensic Project, but also through the position of Internal Vice President and that of Student Counselor;
- good team management skills;
- good organizational skills acquired as Coordinator and Internal Vice President;
- very good skills in managing conflicts obtained through the whole activity carried out.

Computer skills

- good command of Microsoft Office™ tools
- skills for developing teaching materials used in online and offline training
- basic knowledge in R and SPSS (Statistical Package for the Social Sciences)

Driving licence

- B

ADDITIONAL INFORMATION

Organization of conferences and trainings:

"Body Language and Facial Microexpressions" - Guest: Emanuel Andelin, March 28, 2015, Timisoara.

"SEXUAL ASSAULT. Polygraph test vs. Behavioral analysis"- Guest: Gianina Alexa, May 16, 2015, Timișoara.

"The need to introduce criminological psychology in the Faculty of Psychology" - Guest: Alin Leș - Psychologist, criminologist expert, January 16, 2016, Timisoara.

"Conflict and the paradoxes of mediation" - Guest: PhD Roxana Toma, May 16, 2016, Timisoara.

„Criminological expertise in the act of justice” - Guest: Alin Leș - Psychologist, criminologist expert, May 17, 2016, Timișoara.

"Introduction to behavioral analysis" - Guests: Dr. Ramona Răducan and Sorin Iuda Marcu, May 19, 2016, Timisoara.

"Active listening and its role in negotiation" - Guests: Cristina Burcă - Trainer and Paul Popa, May 19, 2016, Timisoara.

"Implications for the cognitive and emotional development of children in a judicial context" - Guests: Cristina Fizeșan, Monica Buta, May 20, 2016, Timișoara.

„Knowledge management within the police forces” - Guest: Dr. Claudia Rus, May 20, 2016, Timișoara.

"Decryption of nonverbal communication: evolutionary functions, psycho-biological mechanisms and advanced techniques for measuring emotions" - Guests: Alina Rusu, Gianina Alexa, Dorin Dumitran, Emanuel Andelin, May 21, 2016, Timisoara.

"Investigative interview" - Guest: Iris Gogorici, May 22, 2016, Timisoara.

Conferences participation:

International Military Conference on Behavioral Sciences - "Particularities of mental health and organizational health in the military operational environment", September 14 - 15, 2016, Bucharest.

„21st Workshop on Aggression - Socio-Emotional Programs. Preventing aggression", 18 - 19 noiembrie 2016, Băile Feilix.

National Military Conference of Behavioral Sciences with International Participation - "Deontological and methodological challenges in behavioral sciences applied in the military environment", June 7 - 8, 2017, Bucharest.

"Divorce: the child's clinical interview" - Cătălin Luca, March 27, 2017, Timișoara.

"Techniques for detecting simulated behavior - nonverbal and paraverbal communication" Paul Herinean, March 27, 2017, Timisoara.

"Behavioral analysis in business and fraud prevention" - Marin Iachimov, March 27, 2017, Timisoara.

"Cognitive psychology applied in the judicial system" - Gabriela Culda, March 28, 2017, Timisoara.

"Manipulation techniques and interpersonal calibration" - Paul Herinean and Marin Iachimov, March 28, 2017, Timisoara.

"Behavioral analysis in criminal investigations" - Dumitran Dorin, March 31, 2017, Timisoara.

„The polygraph as a scientific indulgence for the good of society - Alin Leș, March 31, 2017, Timișoara.

"Clinical and operational applications of military psychology" - Vasile Doru Mărineanu, April 1, 2017,

Timișoara.

"Psychophysiological correlates highlighted by the polygraph technique and facial expressions in the investigation of false behavior - Art or science?" - Emanuel Andelin and Gianina Alexa, April 1, 2017, Timișoara.

"Psychologist in prison - roles in incident management" - Loredana Iustina Corduneanu, April 1, 2017, Timișoara.

National Symposium of Psychology of the Romanian Police - PSIMPOL "Valorization of psychology - profession with professionalism", June 7-8, 2017, Bucharest

National Symposium of Psychology of the Romanian Police - PSIMPOL "Psychologist - counselor in the field of the human factor in the organization", October 17-18, 2018, Bucharest

National Military Conference on Behavioral Sciences, with international participation "Interdisciplinary approaches to behavioral health and mental health in the military", May 29-30, 2019, Bucharest

National Military Conference on Behavioral Sciences, with international participation "Dynamics and innovation in psychological and behavioral health", 26-30.10.2020, Bucharest National Conference of Industrial-Organizational Psychology "Horia D. Pitariu", 20th Edition, November 27-29, 2020

"PsyForensic" Conference, 14.01.2021

Conference "Evening of the practicing psychologist", 31.03.2021

National Conference of Industrial-Organizational Psychology "Horia D. Pitariu", XXI Edition, May 27-29, 2021

National Scientific Congress of Students "Applied Psychology in the Field of National Security", June 24 - 26, 2021

National Military Conference on Behavioral Sciences, with international participation "Stress and resilience in the post-Covid-19 era: challenges and opportunities", October 11-14, 2021, Bucharest

„Darker than Dark: Exploring Extreme and Unusual Behaviours in Sexual Homicide” - Criminology Faculty Seminar Series, 20 October 2021

International Conference on Applied Psychology and Educational Sciences (ICAPES), 9th Edition, October 21–24, 2021

Romanian Psychologists' Association (APR) Conference, November 11–14, 2021

National Conference on Industrial and Organizational Psychology "Horia D. Pitariu", 22nd Edition, June 2–5, 2022, Constanța

15th European Academy of Occupational Health Psychology Conference, July 6–8, 2022, Bordeaux, France

National Conference on Industrial and Organizational Psychology "Horia D. Pitariu", 23rd Edition, March 30 – April 1, 2023, Timișoara

Romanian Psychologists' Association (APR) Conference, May 3–5, 2023, Constanța

Presentations

Okros, N. & Toma, R. *Aggression, Accentuated Personality Traits, Depression and Locus of Control of Prisoners with Substance Abuse*, International Conference of Students in Psychology, May 10-13, 2018, Cluj-Napoca.

Okros, N. & Toma, R. *Aggression, Accentuated Personality Traits, Depression and Locus of Control of Prisoners with Substance Abuse*, International Symposium on Applied Military Psychology, May 7-11, 2018, Bucharest.

Okros, N. & Toma, R. *Aggression, Accentuated Personality Traits, Depression and Locus of Control of Prisoners with Substance Abuse*, International Summer School "Psychological and educational research without borders", 3rd Edition, 25 - 28 May 2017, Iasi.

Okros, N. & Toma, R. *Aggression, Accentuated Personality Traits, Depression and Locus of Control of Prisoners with Substance Abuse*, National Student Conference in the Field of Socio-Human Sciences "Today's specialists, tomorrow's practitioners", July 14-16, 2017, West University of Timisoara.

Okros, N. *Slang and symbolism in the Romanian penitentiary environment*, National Conference of Penitentiary Education, November 15-18, 2018, Iasi.

Okros, N. *You! Yesterday, today and tomorrow*, the National Conference of Penitentiary Social Assistance, March 14-16, 2019, Iasi.

Okros, N. *Applied psychology in the field of national security. A short presentation of serial killers from Romania*, "Evening of the practicing psychologist", March 15, 2019, Iasi.

Okros, N. & Gorbănescu, A. *The crime scene: author and particularities*, the National Conference of Penitentiary Psychology, 2nd Edition, May 3 - 5, 2019, Iasi.

Okros, N. *About criminals and symbolism in the penitentiary environment*, PsyForensic, September 2, 2020, Timisoara.

Okros, N. & Virgă, D. *Do correctional officers thrive in a violent environment? Consequences on job satisfaction and health*, at the APIO Conference "ENTREPRENEURSHIP CHALLENGES FOR I / O

PSYCHOLOGY”, 20th Edition, November 27-29, 2020

Okros, N. & Dumitran, D. *Crime scene - from the author to the particularities*, PsyForensic, 14.01.2021, Timisoara

Okros, N. *Applied psychology in the field of national security*, “Evening of the practicing psychologist” E-Team Psychology, 31.03.2021, Iasi.

Okros, N. & Virgă, D., & Lazăr, TA. *Types of demands and well-being in correctional officers: the protective role of psychological capital*, the National Conference of Industrial-Organizational Psychology “Horia D. Pitariu”, XXI Edition, May 27-29, 2021

Okros, N. *Behavioral Analysis & Criminal Profiling*, the National Scientific Congress of Students “Applied Psychology in the field of national security”, June 24 - 26, 2021, Timisoara.

Okros, N., & Virgă, D. *The protective role of thriving at work and psychological capital against burnout: A time-lagged study*, the International Conference on Applied Psychology and Educational Sciences (ICAPES), 9th Edition, October 21-24, 2021

Okros, N., & Virgă D. Validation of the Romanian version of thriving at work scale, National Conference of the Romanian Psychologists Association (APR), 11-14 November 2021

N. Okros. Introduction to behavioral analysis & criminal profiling. PsyForensic, 26 mai 2022, Timișoara

Virgă, D., Pap, Z., Tisu, L., & Okros, N. From personal resources to proactive work strategies and performance: Testing the antecedents and outcomes of strengths use in a three-wave study. “Horia D. Pitariu” National Conference on Industrial-Organizational Psychology, XXII Edition, 2-5 June 2022, Constanța

Okros, N., & Virgă, D. How to increase job satisfaction and performance? Start with thriving: the serial mediation effect of psychological capital and burnout. 15th European Academy of Occupational Health Psychology Conference, 6-8 July 2022, Bordeaux, France.

Okros, N., & Virgă, D. *Evaluating the Psychometric Properties of the Romanian Version of the Thriving at Work Scale*. National Conference on Industrial and Organizational Psychology “Horia D. Pitariu”, 23rd Edition, March 30 – April 1, 2023, Timișoara.

Okros, N. *Psychological Operations and Terrorism*. PsyForensic, April 7, 2023, Timișoara.

Okros, N., & Virgă, D. *From Social Support to Weekly Thriving: The Mediating Role of PsyCap and the Moderating Role of Psychological Safety Climate*. Romanian Psychologists' Association (APR) Conference, May 3–5, 2023, Constanța.

Okros, N., & Ungureanu, R. *The Degree of Satisfaction of Psychology and Social Work Students with Academic Life*. International Conference *Quality of Academic Life*, October 27, 2023.

Ungureanu, R., Baciu, L., Lazăr, T., Predescu, M., Trancă, L., Onițiu, A., & Okros, N. *Stress and Protective Factors for Promoting Resilience among Social Work Students*. Social Work International Conference (SWIC), 7th Edition, November 2–3, 2023.

Okros, N., Virgă, D., Rusu, A., Pap, Z., Tisu, L., & Tăbărtă, C. *Harness Your Best Self: Testing a Novel Strengths-Based Internet Intervention from Feasibility to Efficacy*. National Conference on Industrial and Organizational Psychology “Horia D. Pitariu”, 24th Edition, April 12–14, 2024, Bucharest.

Okros, N., & Virgă, D. *Two Faces of the Same Coin: Post-Traumatic Stress versus Post-Traumatic Growth and Well-Being: The Mediating Role of Meaning-Making*. National Conference on Industrial and Organizational Psychology “Horia D. Pitariu”, 25th Edition, March 28–30, 2025, Sibiu.

Okros, N., & Virgă, D. *The Impact of Traumatic Events on Prison Police Officers: The Mediating Role of Meaning-Making in the Relationship Between Post-Traumatic Growth, Post-Traumatic Stress, and Well-Being*. Romanian Psychologists' Association (APR) Conference, June 6–8, 2025, Chișinău.

Okros, N., & Virgă, D. *Optimizing Well-Being in Penitentiaries: Evidence-Based Approaches for Prison Police Officers*. National Conference “Psychology in Uniform” – *Psychological Assessment and Intervention in Defense Structures: Challenges and Perspectives*, 1st Edition, 2025, Arad.

Okros, N., & Virgă, D. *Strengths Use and Job Satisfaction: A Moderated Mediation Model of Psychological Capital and Job Control*. National Conference on Industrial and Organizational Psychology “Horia D. Pitariu”, 26th Edition, March 12–15, 2026, Cluj-Napoca.

Publications

Okros, N., & Virga, D. (2022). Impact of workplace safety on well-being: the mediating role of thriving at work. *Personnel Review*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/pr-10-2021-0709>

Okros, N., & Virgă, D. (2022). How to Increase Job Satisfaction and Performance? Start with Thriving: The Serial Mediation Effect of Psychological Capital and Burnout. *International Journal of Environmental Research and Public Health*, 19(13), 8067. <https://doi.org/10.3390/ijerph19138067>

Okros, N., & Virgă, D. (2022). How could they feel good? The role of psychological needs satisfaction in the relationship between stressors and ill-being. *Psihologia Resursei Umane*, 20(1). <http://dx.doi.org/10.24837/pru.v20i1.502>

Okros, N., Virgă, D., & Lazăr, T. A. (2022). Types of demands and well-being in correctional officers: the protective role of psychological capital. *Work*, 73(1), 165-180. <https://doi.org/10.3233/WOR->

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Okros, N., & Vîrgă, D. (2023). Evaluating the psychometric properties of the Romanian version of thriving at work scale. *European Journal of Psychological Assessment*. <https://doi.org/10.1027/1015-5759/a000804>

Petreuș, A. D., Vîrgă, D., & Okros, N. (2024). Psychometric properties and invariance of the Police Stress Questionnaire in the Romanian context. *Current Psychology*, 1-15. <https://doi.org/10.1007/s12144-024-06167-2>

Paloș, R., Vîrgă, D., & Okros, N. (2024). Why should you believe in yourself? Students' performance-approach goals shape their approach to learning through self-efficacy: A longitudinal analysis. *European Journal of Education*, 59(2), e12624. <https://doi.org/10.1111/ejed.12624>

Okros, N., & Vîrgă, D. (2025). From social support to thriving at work via psychological capital: the role of psychosocial safety climate in a weekly study. *Journal of Managerial Psychology*, 40(1), 52-66. <https://doi.org/10.1108/JMP-07-2023-0409>

Onițiu, A., Baci, E. L., Lazăr, T. A., Ungureanu, R., Trancă, L. M., & Okros, N. I. (2025). "The Best Times of Our Lives?" Institutional Factors That Shape University Students' Quality of Life. *Sage Open*, 15(4), 21582440251385951. <https://doi.org/10.1177/21582440251385951>

Okros, N. I., Baci, E. L., Lazăr, T. A., Ungureanu, R., Trancă, L. M., & Onițiu, A. (2025). Staying Attached: How Students' Attachment to the University Enhances Their Satisfaction and Reduces the Intentions to Drop Out. *European Journal of Education*, 60(4), e70350. <https://doi.org/10.1111/ejed.70350>

Awards and Distinctions

"Horia Pitaru" Award for the Best Published Research in the Field of Work, Industrial, and Organizational Psychology, granted by the Association of Industrial and Organizational Psychology (APIO), 2023 Edition