

# **Annelies E.M. van Vianen**

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## **Personal data**

Anna Elizabeth Maria van Vianen  
PhD Psychology, November 1987, University of Leiden, The Netherlands.

## **Current Position**

Emeritus professor Work and Organizational Psychology  
University of Amsterdam  
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## **Research areas**

Organizational culture  
Person-Organization Fit, Person-Group Fit,  
Team diversity.  
Task and roles in teams.  
Job mobility, work careers, and aging  
Gender and work  
Personnel selection  
Leadership  
Intelligence  
Self-regulation and adaptability  
Coaching  
Norm Violation

## **Awards**

15. Literati Award from Emerald Group (2017) for the highly commended paper: Koen, J., Van Vianen, A.E.M., Klehe, U.C., Zikic, J. (2016). "A Whole New Future" Motives and Methods of Constructing Career Identity. *Career Development International*, 21(7), 658-681.
14. Nominated for the best paper award Academy of Management Meeting 2017. Kreemers, L.M., Van Hooft, E.A.J., Van Vianen<sup>1</sup>, A.E.M. (2017). Dealing with negative job search experiences with adaptive mindsets.
13. Supervisor/promotor of F. Wanders, Rebel with a cause. Violate overarching societal norms but abide by local group norms. ASPO best poster award 2016.

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<sup>1</sup> Not mentioned on the paper due to Academy participation regulations (the rule of 3)

12. Supervisor/promotor of J. Koen, Prepare and pursue: Routes to suitable (re-)employment. ESVDC Dissertation Award for young researchers in vocational designing and career counseling. International Congress of Applied Psychology, Paris.
11. Supervisor/promotor of J. Koen, Prepare and pursue: Routes to suitable (re-)employment. WAOP Dissertation Award 2014 (Werkgemeenschap Arbeids- & Organisatie Psychologie).
10. Fellowship of the International Association of Applied Psychology, awarded in 2014.
9. Best Symposium Award 2013 (contributor) from the Careers Division of the Academy of Management. Paper presentation: Koen, J., Zikic, J., Van Vianen, A.E.M., & Klehe, U. (2013). "A whole new future". Motives and methods of building a career identity.
8. European Journal of Social Psychology early career best Manuscript Award 2013 for the published paper: Barbora Nevicka, Annebel H. B. De Hoogh, Annelies E. M. Van Vianen and Femke S. Ten Velden (2013). Uncertainty enhances the preference for narcissistic leaders, *EJSP*, 43(5) 370–380.
7. Management Honorary member of Società Italiana per l'Orientamento (SIO, Italian Society of Vocational Guidance), since January 2011.
6. Best Paper Award 2010, second prize (contributor) from the Careers Division of the Academy of Management. Paper presentation: Koen, J., Klehe, U.C., & Van Vianen, A.E.M., (2010). Distance to the Labor Market: an Employability-based Conceptualization.
5. Best Symposium Award from the Careers Division of the Academy of Management: J. Koen, U.-C. Klehe & A.E.M. van Vianen (2010). Development of job-search and employability in compulsory reemployment courses: a matter of motivation?
4. Finalist Best Paper Award WAOP 2010: Koen, J., Klehe, U.C., & Van Vianen, A.E.M.
3. Finalist Best Paper Award SIOP 2007: De Pater, I.E., Van Vianen, & Bechtoldt, M.N.
2. Finalist Best Paper Award WAOP 2007: De Goede, M., Van Vianen, A.E.M., & Klehe, U.C.
1. Supervisor of winner of the David van Lennep Prize (NSVP, 2006).

## **Editorial positions**

Co-editor of a special issue of *Journal of Organizational Behavior* (2012). Coping with economic stress.

Editor of a special issue of *Applied Psychology: an International Review* (2001) on person-organization fit.

Editor of *Gedrag en Organisatie* (1998 - 2001)

## **Editorial board positions**

Academy of Management Review (2008 – 2011)

Academy of Management Journal (2007 – 2010)

International Editorial Advisory Board: *Fundamentals in Human Resource Management*, Sage's Major Works, 2008

Personnel Psychology (2004 – 2007)

Editorial council *Gedrag en Organisatie* (2002 – present)

*Gedrag en Organisatie* (1988 - 2001)

*International Journal for Educational and Vocational Guidance* (Jan. 2012- present)

*International Journal of Selection and Assessment* (2007 – present)

*Journal of Vocational Behavior* (July 2016 – present)

## ACADEMIC PUBLICATIONS

### In press / forthcoming

### Books and special issues

7. Van Vianen, A.E.M. (2013). *Dynamische loopbanen: een kwestie van vooruitkijken* (Dynamic Careers: A matter of anticipation). Assen: Koninklijke Van Gorcum.
6. Klehe, U.C., Van Vianen, A.E.M., Zikic, J. (2012). Coping with economic stress: Introduction to the Special Issue. *Journal of Organizational Behavior*, 33, 745-751.
5. Van Vianen, A.E.M. (2006). Zelfdoen! Over de maakbaarheid van loopbanen. Inaugurele rede Universiteit van Amsterdam, 24 maart, pp. 1-24.
4. Van Vianen, A.E.M. (2001). Special issue on person-organization fit (Ed.) *Applied Psychology: an International Review*.
3. Boerlijst, J.G., Van der Flier, H., Van Vianen, A.E.M. (1993). *Werk maken van loopbanen*. Uitgeverij Lemma, Utrecht.
2. Van Vianen, A.E.M. (1987). *Het selectie-interview, over de rol van sekse-stereotypen*. Dissertatie, Rijksuniversiteit Leiden.
1. Schoemaker, N., Van Vianen, A. E. M, Demenint, M., Van Gageldonk, A. (1981). *Deeltijd in het bedrijf*. Samsom.

### Book chapters

35. Van Vianen, A.E.M., De Pater, I.E., & Preenen, P.T.Y. (2019). Career Success: Employability and the Quality of Work Experiences. In: J.A. Athanassou, & H.N. Perera (Eds). *International Handbook of Career Guidance* (pp. 241-262). Springer International Publishing. DOI 10.1007/978-3-030-25153-6\_11
34. Van Vianen, A.E.M., & Klehe, U.C. (2018). New economy careers call for adaptive mental models and abilities. In U.C. Klehe & E.A.J. Van Hooft (Eds.). *The Oxford Handbook of Job Loss and Job Search* (Oxford Library of Psychology) (pp. 223-241). New York: Oxford University Press.
33. Theeboom, T., Van Vianen, A.E.M., & Beersma, B., Zwitser, R., & Kobayashi, V (2018). A practitioner's perspective on coaching effectiveness. In S. Soresi & L. Nota (Eds). *Counseling and coaching in time of crisis and transitions: From research to practice* (pp. 61-77). Routledge Publishers
32. Van Vianen, A.E.M., Hamstra, M.R.W., & Koen, J. (2016). Person-environment fits as drivers of commitment. In J. Meyer (Ed). *The handbook of employee commitment* (pp. 275-288). Cheltenham Glos, UK: Edward Elgar Publishing Limited
31. Buyken, M.B.W, Klehe, U.C., Zikic, J., & Van Vianen, A.E.M. (2015). Merits and Challenges of Career Adaptability as a Tool Towards Sustainable Careers. In: A. De Vos & B.I.J.M. van der Heijden (Eds.). *Handbook of research on sustainable careers* (pp.35– 49). Cheltenham Glos, UK: Edward Elgar Publishing Limited
30. Van Vianen, A.E.M., Koen, J., & Klehe, U.C. (2015). Unemployment: Creating and conserving resources for career self-regulation. In: L. Nota & J. Rossier (Eds.) *Handbook of the Life Design paradigm: From practice to theory, from theory to practice* (pp. 201-218). Boston, UK: Hogrefe.
29. Verbruggen, M., Dries, N., & Van Vianen, A.E.M., (2013). The counseling needs of employed adults: Implication for career counselling provision, practice, and research.

- In: A. Di Fabio and J.G. Maree (Eds.) *A Psychology of Career Counseling: new challenges for a new era* (pp. 101-116). New York: Nova Science Publishers.
28. Van Vianen, A.E.M, Stoelhorst, J.W., & De Goede M.E.E. (2013). The Construal of Person-Organization Fit during the ASA Stages: Content, source, and focus of comparison. In: A.L. Kristof-Brown & J. Billsberry (Eds.), *Key issues and new directions in organizational fit* (pp. 145-169). Wiley-Blackwell.
  27. Klehe, U.C., Zikic, J., Van Vianen, A.E.M., Koen, J., & Buyken, M. (2012). Coping proactively with economic stressors: Career adaptability in the face of job insecurity, job loss, unemployment, and underemployment. In: P.L. Perrewé, J.R.B. Halbesleben, & C.C. Rosen (Eds.) *Research in Occupational Stress and Well Being, Volume 10* (pp. 131-171). Bingley, UK: Emerald Group Publishing Limited.
  26. Van Vianen, A.E.M., & De Pater, I.E. (2012). Content and development of newcomer person-organization fit: An agenda for future research. In: C. Wanberg (Ed.). *The Oxford Handbook of Socialization* (pp. 139-157). Oxford: Oxford University Press, Inc.
  25. Dalhoeven, B., Van Vianen, A.E.M., & De Pater, I. E. (2011). Effecten van impliciete overtuigingen op de inzetbaarheid en mobiliteit van oudere medewerkers. In: J. Boonstra, J. van Muijen, & H. Tours (Eds.), *Leiderschap in organisaties. Crisis in leiderschap – op zoek naar nieuwe wegen*, pp. 73-89. Deventer, Kluwer bv.
  24. Van Vianen, A.E.M., De Pater, I.E., & Preenen, P.T.Y. (2008). Career Management: Taking Control of the Quality of Work Experiences. In: J.A. Athanasou, & R. Van Esbroeck (Eds). *International Handbook of Career Guidance* (pp. 283-301). Leusden: Springer
  23. Willemsen, T.M., & Van Vianen, A.E.M. (2008). Gender, career and leadership. In: L. Steg, A. P. Buunk, & J. A. Rothengatter (Eds), *Applied Social Psychology: Understanding and Managing Social Problems* (pp. 206-225). Cambridge, UK: Cambridge University Press.
  22. Van Vianen, A.E.M., De Pater, I.E. & Caligiuri, P. M. (2005). International careers: Attractiveness and selection. In: A. Evers, N. Anderson, and O. Voskuil (Eds.) *Handbook of selection*, 458-475. Blackwell Publishing.
  21. Van Vianen, A.E.M. (2005). A review of person-environment fit research: Prospects for personnel selection. In: A. Evers, N. Anderson, and O.F. Voskuil (Eds.) *Handbook of personnel selection* (pp. 419-439). Oxford: Blackwell Publishing.
  20. Fischer, A.H., Van Vianen, A.E.M. (2005). Corporate masculinity. In Ph. Essed, A. Kobayashi, & D.T. Goldberg (Eds.) *The Blackwell Companion to Gender Studies* (pp 342-352). Malden, MA: Blackwell Publishers.
  19. De Dreu, C.K.W., Harinck, F., & Van Vianen, A.E.M. (2001). Conflict and performance in groups and organizations. In C.Cooper and I. Robertson (Eds.), *Organizational Psychology and Development: A Reader for Students and Practitioners* (pp. 197 - 242). Chichester: Wiley.
  18. De Dreu, C.K.W., Harinck, F., & Van Vianen, A.E.M. (1999). Conflict and performance in groups and organizations. In C.L.Cooper and I. Robertson (Eds.), *International Review of Industrial and Organizational Psychology* (vol. 14, pp. 369–414). Chichester: Wiley.
  17. Van Vianen, A.E.M. (1998). Persoon-organisatie congruentie: Belemmering voor innovatie? In: H. Kuipers, H.O. Steensma & K. Midden (red.), *Wie is aan zet? Het veranderen van individuen, groepen en organisaties*. Utrecht, Elsevier/De Tijdstroom, p. 33-48.
  16. Van Vianen, A.E.M. (1998). De wetenschappelijke loopbaan van mannen en vrouwen: publicatiecompetitie om de schaarse functies. In: B. van Balen en A.H. Fischer, *De universiteit als modern mannenklooster*. Amsterdam, Het Spinhuis, p. 93-103.

15. Van Vianen, A.E.M. (1998). Persoon-organisatie congruentie: Aantrekking, selectie en betrokkenheid. In: Handboek Loopbaanmanagement, 7, B.II.3.8, 1-12. Deventer: Kluwer b.v.
14. Van Vianen, A.E.M. (1997) De congruentie tussen persoon en omgeving. In: K.A.A. van Dam, W. Bloemers (red.), *Individu, arbeid & organisatie; ontwikkelingen in de arbeids- en organisatiepsychologie*. Utrecht, De Tijdstroom, p. 103-115
13. Van Vianen, A.E.M. (1995). *Sex differences in managerial intention*. In: A. Hantzi & M. Solman. IV European Congress of Psychology, Athens 2-7 July 1995, Abstracts, p. 393.
12. Van Vianen, A.E.M. (1995) Organisatiecultuur en belasting. In: M.J. Schabracq, J.A.M Winnubst, A.C. Perreijn, J. Gerrichhauzen (red.), *Mentale belasting in het werk*. Utrecht, Lemma BV, pg. 193-208.
11. Van Vianen, A.E.M. (1995) Vrouw en arbeid. Gevolgen voor de gezondheid. In: J.A.M. Winnubst, M.J. Schabracq, J. Gerrichhauzen, A. Kampermann (red.), *Arbeid, levensloop en gezondheid*. Utrecht, Lemma BV, pg. 249-261.
10. Boerlijst, J.G., Van der Flier, H., Van Vianen, A.E.M. (1993). Loopbaanontwikkeling- en begeleiding: introductie. In: J.G. Boerlijst et al. (red.), *Werk maken van loopbanen*. Utrecht, Uitgeverij Lemma.
9. Van Vianen, A.E.M., Keizer, W.A.J. (1993). De ambitie van mannen en vrouwen voor een leidinggevende functie in traditioneel door mannen beheerste werkomgevingen. In: J.G. Boerlijst et al. (red.), *Werk maken van loopbanen*. Utrecht, Lemma BV.
8. Van Vianen, A.E.M. (1992). Barrières voor vrouwen bij selectie en doorstroming. In: M.I. Demenint en C.E. Disselen (red.), *Vrouwen, Leiderschap en Management* (pp. 61-70), Lemma, Utrecht.
7. Van Vianen, A.E.M. (1992). Beter selecteren: meer kansen voor vrouwen. In: M. I. Demenint en C. E. Disselen (red.), *Vrouwen, Leiderschap en Management* (pp. 97-107), Lemma, Utrecht.
6. Van Vianen, A.E.M. (1991). Een getrapte assessmentprocedure: bijdrage van de situatietest voor de functie van instructeur. In: H. van der Flier et al. (red.), *Selectieresearch in de praktijk*. Swets & Zeitlinger.
5. Van Vianen, A.E.M. (1991). Neurotische labiliteit als predictor in de selectie van mannen en vrouwen. In: H. van der Flier et al. (red.), *Selectieresearch in de praktijk*. Swets & Zeitlinger.
4. Van Vianen, A.E.M. (1991). Selectie van postcode indexeerders. In: H. van der Flier et al. (red.), *Selectieresearch in de praktijk*. Swets & Zeitlinger.
3. Van Schie, E.C.M., Van Vianen, A.E.M. (1988). Vrouwelijke sollicitanten in wervings- en selectieprocedures. In: M.J. Weggelaar et al. (red.), *emancipatie aan het werk. De positie van vrouwen in arbeidsorganisaties*.
2. Van Vianen, A.E.M. (1988). Selectiekansen van vrouwelijke en mannelijke sollicitanten. *Toegepaste Sociale Psychologie*, deel III.
1. Van Vianen, A.E.M. (1988). Psychologische processen in de sollicitatieprocedure. In: Scholten, H.N. (Red.), Bij gelijke geschiktheid, uit de *Serie Studies van het Hoger Onderwijsbeleid*, publicatienr. 59. Universiteit Twente.

## Journal articles (peer reviewed)

121. Solms, L., Van Vianen, A.E.M., Koen, J., Theeboom, T., De Pagter, A.P.J., & De Hoog, M. (2021). Turning the tide: a quasi-experimental study on a coaching intervention to reduce burnout symptoms and foster personal resources among medical residents and specialists in the Netherlands. *BMJ Open*, 11:e041708. doi:10.1136/bmjopen-2020-041708
120. Van den Hee, S.M., Van Hooft, E.A.J., & Van Vianen, A.E.M. (2020). A temporal perspective of job search: the relation between personality attributes, motivation, job search behavior, and outcomes. *Journal of Vocational Behavior*, 122, 103489. doi.org/10.1016/j.jvb.2020.103489
119. Kreemers, L.M., Van Hooft, E.A.J., & Van Vianen, A.E.M., & Sisouw de Zilwa, S. C. M. (2020). Testing a self-compassion intervention among job seekers: Self-compassion beneficially impacts affect through reduced self-criticism. *Frontiers in Psychology*, 11, 1371. doi: 10.3389/fpsyg.2020.01371
118. Van Vianen, A.E.M., Solms, L., & Koen, J. (2020). Coaching in werk en loopbaan, *Gedrag en Organisatie*,33(2),95-115.
117. Koen, J., Low, J. T.H., & Van Vianen, A.E.M (2020). Job preservation efforts: When job insecurity prompts or impedes performance. *Career Development International*,25(3), 287-305.
116. Wanberg, C. R., van Hooft, E. A. J., Dossinger, K., van Vianen, A. E. M., & Klehe, U.-C. (2020). How strong is my safety net? Perceived unemployment insurance generosity and implications for job search, mental health, and reemployment. *Journal of Applied Psychology*, 105(3), 209–229. <https://doi.org/10.1037/apl0000435>
115. Solms, L., De Pagter, A.P.J., Theeboom, T., Koen, J., Van Vianen, A.E.M., & De Hoog, M. (2019). Keep the fire burning: a survey study on the role of personal resources for work engagement and burnout in medical residents and specialists in the Netherlands. *BMJ open*, 9, e031053. doi:10.1136/bmjopen-2019-031053.
114. Hamstra, M. R., Van Vianen, A. E.M., & Koen, J. (2019). Does employee perceived person-organization fit promote performance? The moderating role of supervisor perceived person-organization fit. *European Journal of Work and Organizational Psychology*, 28(5), 594–601.
113. Schmidt, B., Schneider, M., Seeger, P., Van Vianen, A.E.M., Loerbroks, A., & Herr, R.M. (2019). A comparison of job stress models: Associations with absenteeism and presenteeism, and resulting costs. *Journal of Occupational and Environmental Medicine*, 61 (7), 535-544.
112. Andre, L., Peetsma, T. T.D, van Vianen, A. E.M., Jansen in de Wal, J., Petrović, D. S., & Bunjevac, T. (2019). Motivated by future and challenges: A cross-cultural study on adolescents' investment in learning and career planning. *Journal of Vocational Behavior*, 110, 168-185.
111. Van Laethem, M., Van Vianen, A. E.M., & Derks, D. (2018). Daily fluctuations in smartphone use, psychological detachment, and work engagement: The role of workplace telepressure. *Frontiers in Psychology*, 9, 1808. <https://doi.org/10.3389/fpsyg.2018.01808>
110. Weltevreden, G. M., van Hooft, E. A., & van Vianen, A. E.M. (2018). Parental behavior and adolescent's achievement goals in sport. *Psychology of Sport and Exercise*, 39, 122-131.
109. Nevicka, B., Van Vianen, A.E.M., De Hoogh, A. H. B., & Voorn, B.C.M. (2018). Narcissistic leaders: An asset or a liability? Leader visibility, follower responses, and group-level absenteeism. *Journal of Applied Psychology*, 103(7), 703-723.

108. Herr, R. M., Bosch, J. A., Loerbroks, A., Genser, B., Almer, C., van Vianen, A. E., & Fischer, J. E. (2018). Organizational justice, justice climate, and somatic complaints: A multilevel investigation. *Journal of Psychosomatic Research*, *111*, 15-21.
107. Van Vianen, A.E.M., Rosenauer, D., Homan, A.C., Horstmeier, C. A. L., & Voelpel, S. C. (2018). Career mentoring in Context: A multilevel study on differentiated career mentoring and career mentoring climate. *Human Resource Management*, *57* (2), 583-599.
106. Van der Ven, C., Van Vianen, A.E.M., Nauta, A., & De Pater, I.E. (2018). Potentieelbeoordeling van medewerkers: De rol van uitdagende werkafspraken (The relationship between challenge deals and supervisors' assessment of employee promotability). *Gedrag en Organisatie*, *31*(1), 30-49.
105. Kreemers, L.M., Van Hooft, E.A.J, & Van Vianen, A.E.M (2018). Dealing with negative job search experiences: The beneficial role of self-compassion for job seekers' affective responses. *Journal of Vocational Behavior*, *106*, 165-179.
104. Van Vianen, A.E.M. (2018). Person-environment fit: A review of its basic tenets. *Annual Review of Organizational Psychology and Organizational Behavior*, *5*, 75-101.
103. Andre, L., Van Vianen, A.E.M., Peetsma, T.T.D., Oort, F.J. (2018). Motivational power of future time perspective: Meta-analyses in education, work, and health. *PLOS ONE*, *13*(1), e0190492. <https://doi.org/10.1371/journal.pone.0190492>
102. Andre, L., Van Vianen, A.E.M., & Peetsma, T.T.D., (2017). Adolescents' and Parents' Regulatory Focus as Determinants of Future Time Perspective on School and Career. *Learning and Individual Differences*, *59*, 34-42.
101. Theeboom, T., Van Vianen, A.E.M., & Beersma, B. (2017). A temporal map of coaching. *Frontiers in Psychology*, *8*, 1352. doi: 10.3389/fpsyg.2017.01352
100. Von Känel, R., Herr, R.M., Van Vianen, A.E., Schmidt, B. (2017). Adaptive and maladaptive narcissism and its association with burnout: Findings from a cross-sectional study. *Industrial Health*, *55*(3), 233-242.
99. Koen, J., Van Vianen, A.E.M., Klehe, U.C., Zikic, J. (2016). "A Whole New Future" Motives and Methods of Constructing Career Identity. *Career Development International*, *21*(7), 658-681.
98. Dalhoeven, B.A.G.W., Van Vianen, A.E.M., & De Pater, I. E. (2016). De leerervaringen en ontwikkelbereidheid van (oudere) medewerkers na een functioneringsgesprek en reorganisatie. *Gedrag en Organisatie*, *29* (3), 211-231.
97. Koen, J., van Vianen, A.E.M., van Hooft, E.A.J. & Klehe, U.-C. (2016). How experienced autonomy can improve job seekers' motivation, job search, and chance of finding reemployment. *Journal of Vocational Behavior*, *95-96*, 31-44.
96. Schinkel, S., Van Vianen, A.E.M. , & Ryan, A.M.. (2016). Applicant Reactions to selection events: Four studies into the role of attributional style and fairness perceptions. *International Journal of Selection and Assessment*, *24* (2), 107-118.
95. Theeboom, T., Beersma, B., & Van Vianen, A.E.M., (2016). The differential effects of solution-focused and problem-focused coaching questions on the affect, attentional control and cognitive flexibility of undergraduate students experiencing study-related stress. *The Journal of Positive Psychology*, *11* (5), 460-469.
94. Herr, R.M., Bosch, J.A., Loerbroks, A , Van Vianen, A.E.M., Jarczok, M.N., Fischer, J.E., & Schmidt, B. (2015). Three job stress models and their relationship with musculoskeletal pain in blue- and white-collar workers. *Journal of Psychosomatic Research* *79*(5), 340–347.
93. Herr, R.M., Loerbroks, A. Van Vianen, A.E.M., Hoffmann, K., Fischer, J.E., & Bosch J.A., (2015). Injustice at work and leukocyte glucocorticoid sensitivity: Findings from a cross-sectional study. *Psychosomatic Medicine*, *77*(5), 527-538.

92. Koen, J., Klehe, U.C., & Van Vianen, A.E.M. (2015). Employability and job-search after compulsory reemployment courses: The role of choice, usefulness, and motivation. *Applied Psychology: an International Review*, 64 (4), 674-700.
91. Preenen, P., Verbiest, S., Van Vianen, A. E. M., & Van Wijk, E. (2015). Informal learning of temporary agency workers in low-skill jobs: The role of self-profiling, career control, and job challenge. *Career Development International*, 20 (4), 339–362.
90. Herr, R.M., Bosch, J.A., Van Vianen, A.E.M., Jarczok, M.N., Thayer, J.F., Li, J., Schmidt, B., Fischer, J.E., & Loerbroks, A. (2015). Organizational justice is related to heart rate variability in white-collar workers, but not in blue-collar workers - findings from a cross-sectional study. *Annals of Behavioral Medicine*, 49, 434–448.
89. Preenen, P.T.Y., Van Vianen, & De Pater, I. E. (2014). Challenging assignments and activating mood: the influence of goal orientation. *Journal of Applied Social Psychology*, 44, 650-659.
88. Schmidt, B., Bosch, J. a., Jarczok, M.N., Herr, R.M., Loerbroks, A., van Vianen, A.E.M. Fischer, J. (2014). Effort-reward imbalance is associated with the metabolic syndrome - findings from the Mannheim Industrial Cohort Study (MICS). *International Journal of Cardiology*, 178, 24–28. doi:10.1016/j.ijcard.2014.10.115.
87. Koen, J., Van Vianen, A.E.M., & Klehe, U.-C. (2014). De Sleutel tot succesvolle re-integratie: over de cruciale rol van duurzame inzetbaarheid bij het vinden van (passend) werk. *Gedrag en Organisatie*, 27(3), 331-351.
86. Dalhoeven, B.A.G.W., Van Vianen, A.E.M., & De Pater, I. E. (2014). Waarover praten zij? Het functioneringsgesprek met oudere en jongere medewerkers over ontwikkeling en comfort. *Gedrag en Organisatie*, 27(3), 241-268.
85. Preenen, P.T.Y., Van Vianen, A.E.M, & De Pater, I. E. (2014) Challenging tasks: The role of employees' and supervisors' goal orientations. *European Journal of Work and Organizational Psychology*, 23, 48- 61.
84. Theeboom, T., Beersma, B., & Van Vianen, A.E.M. (2013). Does coaching work? - A meta-analysis on the effects of coaching on individual level outcomes in an organizational context. *The Journal of Positive Psychology*, 9, 1-18.
83. Nevicka, B., De Hoogh, A. H. B., Van Vianen, A.E.M., & Ten Velden, F.S. (2013). Uncertainty enhance the preference for narcissistic leaders. *European Journal of Social Psychology*, 43, 370–380.
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6. Van Vianen, A.E.M (1991). Solliciterende mannen en vrouwen horen zich te gedragen. *Gids voor Personeelsmanagement*, 6, 40-44.
5. Van Vianen, A.E.M., Van Schie, E.C.M., Willemsen, T.M. (1986). *Werving en selectie aan de Rijksuniversiteit Leiden, de behandeling van vrouwen en mannen*. Werkgroep Arbeidsvraagstukken en Welzijn, Rijksuniversiteit Leiden.
4. Van Vianen, A.E.M., Schie, E.C.M. van, Willemsen, T.M. (1986). *Werving en selectie aan de Rijksuniversiteit Leiden, de behandeling van vrouwen en mannen*. Samenvattende publicatie, Rijksuniversiteit Leiden.
3. Van Vianen, A.E.M., Schalekamp, H., Schokking-Siegerist, E.C. (1984). *Deeltijdarbeid wijs of onwijs*. Samenvattend publicatie. Ministerie van Onderwijs en Wetenschappen.
2. Van Vianen, A. E. M, Schalekamp, H., Schokking-Siegerist, E.C. (1983). *Deeltijdarbeid in het onderwijs*. Deel 1, 2 en 3.
1. Van Vianen, A. E. M (1977). Een onderzoek naar het lees-leerproces van leerlingen van een 6e klas basisschool m.b.v. een oculometer en een kennisrepresentatietechniek. *SVO-rapport 0113A*.

### **Conference papers and presentations (international)**

103. Solms, L., Van Vianen, A.E.M., Koen, J., Theeboom, T., De Pagter, A.P.J, & De Hoog, M. (2020). Killing two birds with one stone: Coaching helps to prevent and cure burnout among physicians - a controlled coaching intervention to reduce burnout and foster personal resources, presentation at 14th European Academy of Occupational Health Psychology Conference. Nicosia-Cyprus, September 2-4. 2020.
102. De Pagter, A.P.J ., Solms, L., Van Vianen, A.E.M., Koen, J. & De Hoog, M. (2020). Poster presented at to the International Forum on Quality and Safety in Healthcare, Copenhagen, November 2-6, 2020.
101. Solms, L., De Pagter, A.P.J., Theeboom, T., Van Vianen, A.E.M., Willemse, A., & De Hoog, M. (1019). Poster presented at the International Association for Medical Education (AMEE), Vienna, Austria, August 24-28.
100. De Pater, I.E., Van Hooff, M., Savani, K., Fay, D., & Van Vianen, A.E.M. (2019). Challenging Internships: Consequences for Learning, Performance, Health, and Well-being” accepted for presentation at the Academy of Management 2019 Annual Meeting, August 9 – 13, in Boston, MA, USA.
99. Weltevreden, G. M., Van Hooff, E. A., & Van Vianen, A. E.M. (2019). Validation of a Dutch Measure for Implicit Theories of Ability in Sport (CNAAQ-2. Poster presentation at 15th European Congress of Sport & Exercise Psychology, Muenster, 15-20 July, 2019.
98. Weltevreden, G. M., Van Hooff, E. A., & Van Vianen, A. E.M. (2019). Experimental manipulation of implicit theories and its effect on achievement goals, motivation and performance. Paper presentation at 15th European Congress of Sport & Exercise Psychology, Muenster, 15-20 July, 2019.

97. Kreemers, L.M., Van Hooft, E. A. J., Van Vianen, A.E.M. (2019). Testing a self-compassion intervention among job seekers: Self-compassion beneficially impacted affect through reduced self-criticism. Paper presentation at European Association of Work and Organizational Psychology (EAWOP), May 29 – June 1, in Turin, Italy, 2019
96. Solms, L., De Pagter, A.P.J., Theeboom, T., Van Vianen, A.E.M., Willemse, A., & De Hoog, M. (2018). Coaching intervention improves physician well-being. Paper presented at the conference: Coaching in Leadership & Healthcare 2018. Harvard Medical School, Boston, MA, USA, September 28-29, 2018.
95. Andre, L., Peetsma, T., van Vianen, A., Jansen in de Wal, J. (2017). Motivational relevance of future time perspective and regulatory focus relationships to adolescents' education and career across countries. Paper presented at Theoretical and Empirical Issues of Future Time Perspective: Research Paths, Lima, Peru.
94. Andre, L., Peetsma, T., van Vianen, A., Oort, F. (2017) Future time perspective in education, work, and health domain: Conceptualizations and relationships with attitudes and behaviors. Paper presented at Theoretical and Empirical Issues of Future Time Perspective: Research Paths, Lima, Peru.
93. Andre, L., van Vianen, A., Peetsma, T. (2017). Interventions based on future time perspective and interventions aimed to influence future time perspective. Paper presented at Theoretical and Empirical Issues of Future Time Perspective: Research Paths, Lima, Peru.
92. Nevicka, B., Van Vianen, A.E.M., De Hoogh, A. (2017). Narcissistic leaders: Best viewed from afar. ESMT OB workshop, Berlin, Germany, June 29, 2017
91. Wanders, F., Homan, A.C., Van Vianen, A.E.M., & Van Kleef, G.A. (2017). Rebel with a cause: Violate overarching norms but abide by group norms to gain leadership affordance . Presentation at the general meeting of the European Association of Social Psychology, Granada, Spain, July 5-8, 2017.
90. De Pater, I.E., Liu, Y., Van Vianen, A.E.M., & Fay, D. (2017). Job challenge, performance, and wellbeing: a resource gain-resource depletion perspective. Presentation at the Annual Meeting of the Academy of Management, Atlanta, Georgia, USA, August 4-8, 2017.
89. Kreemers, L.M., Van Hooft, E.A.J., Van Vianen, A.E.M. (2017). If You Want a Job, Don't Just Search Hard, Search Systematically: A Field Study with Career Starters. Presentation at the Annual Meeting of the Academy of Management, Atlanta, Georgia, USA, August 4-8, 2017.
88. Wanberg, C., Dossinger, K., Van Hooft, E.A.J., Van Vianen, A.E.M., & Klehe, U.C. (2017). How Strong is My Safety Net? Perceived Unemployment Insurance Generosity and Job Search. Presentation at the Annual Meeting of the Academy of Management, Atlanta, Georgia, USA, August 4-8, 2017.
87. Van Vianen, A.E.M. (2016). Perspectives on career research: Fit & Adaptability. Invited keynote at the ECADOC summerschool Lausanne, Switzerland, September 10, 2016
86. Kreemers, L.M., Van Hooft, E.A.J., Van Vianen, A.E.M. (2016). Dealing with setbacks during job search: affect, the moderating role of self-compassion and job search motivation. Paper accepted for presentation at ENESER/EAWOP small group meeting on Recruitment and Selection, June 30 and July 1, 2016 at the Vrije Universiteit Amsterdam, the Netherlands.
85. Andre, L., Van Vianen, A.E.M., & Peetsma, T. (2016). Future Time Perspective as a motivator: Meta-analyses in the Domains of Education, Work and Health. Paper presented at 3rd International Conference on Time Perspective 2016, Copenhagen, Denmark.



84. Andre, L., Van Vianen, A.E.M., & Peetsma, T. (2016). Future time perspective as a motivator: meta-analyses in the domains of education, work and health. Paper presented at the 15th International Conference on Motivation (ICM), August 24-27, 2016, Thessaloniki, Greece.
83. Schmidt, B., Bosch, J. a., Jarczok, M.N., Herr, R.M., Loerbroks, A., van Vianen, A.E.M. Fischer, J. (2015). Zum Zusammenhang der beruflichen Gratifikationskrise und dem metabolischen Syndrom – Ergebnisse aus den Mannheimer Industrial Cohort Studies (MICS). Accepted for presentation at the Annual conference of the Deutsche Gesellschaft für Arbeitsmedizin und Umweltmedizin (DGAUM; German society of occupational Medicine) March 18 – 20, München, Germany.
82. Nevicka, B., De Hoogh, A., Van Vianen, A.E.M. (2015). Narcissistic leaders in times of crisis. Paper accepted for presentation at EAWOP, Oslo, Norway, May 20-23.
81. Koen, J., Van Vianen, A.E.M., Nauta, A., & De Pater, I.E. (2015). Managing Employees' Employability and Job Quality: Different Ages require Different Approaches. Paper accepted for presentation at EAWOP, Oslo, Norway, May 20-23.
80. De Pater, I. E., Van Vianen, A.E.M., & Preenen, P.T.Y. (2014). Job Challenge as a Motivational State. Accepted for presentation at the Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania, USA, August 1-5, 2014.
79. Andre, L., Peetsma, T., & Van Vianen, A. E. M. (2014). Meta-analysis on future time perspective across life domains. Presentation at the IInd International Conference on Time Perspective in Poland. Warsaw, 29th July – 1<sup>st</sup> August 2014
78. Van Vianen, A.E.M. (2014). A Dutch format for the development of an European Doctoral Program in Career Guidance and Counselling. Symposium accepted for presentation at the 28<sup>th</sup> International Congress of Applied Psychology, Paris, France, July 8-13.
77. Rosenauer, D., Homan, A.C., Van Vianen A.E.M., & Voelpel, S.C. (2014). Mentoring in context: An application of multilevel mediation models in organizational research. Presentation at the European Conference on Data Analysis, Germany, Jacobs University, Bremen, July 2 – 4.
76. Theeboom, T., Beersma, B., & Van Vianen, A.E.M. (2014). Solution-Focused Coaching questions: broadening perspectives and initiating change. Presentation at the 7<sup>th</sup> European Conference on Positive Psychology (ECP), Amsterdam, July 1-4.
75. Koen, J., Van Vianen, A.E.M, Van Hooft, E.A.J., & Klehe, U. (2014). Autonomy during Reemployment: “the more, the better” or a case of “fit”? Paper accepted for presentation at SIOP, Hawaii, May 15-17, 2014.
74. Rosenauer, D., Homan, A.C., Van Vianen A.E.M., & Voelpel, S.C. (2014). Mentoring in Context: A multilevel study on differential and shared mentoring perceptions. Presentation at the Workshop on Research Advances in Organizational Behavior and Human Resource Management at the University Paris Dauphin, Paris, May 6-7.
73. Van Vianen, A.E.M., Koen, J., & Klehe, U. (2013). Creating and conserving resources for career self-regulation. Invited keynote presentation at the international conference Life Design and career counseling: Building hope and resilience; Padova, Italy, June 20-22, 2013.
72. Theeboom, T., Beersma, B., & Van Vianen, A.E.M. (2013). Coaching in organizations. A meta-analytic review of individual level effects. Paper accepted for presentation at Academy of Management, Orlando, USA, August 2013.
71. Koen, J., Zikic, J., Van Vianen, A.E.M., & Klehe, U. (2013). “A whole new future”. Motives and methods of building a career identity. Paper presented at Academy of Management, Lake Buena Vista, USA, August 2013.
70. Koen, J., Van Vianen, A.E.M, Van Hooft, E.A.J., & Klehe, U. (2013). The more, the better? Autonomy in the job search process. Paper accepted for presentation at Academy of Management, Lake Buena Vista, USA, August 2013.

69. Herr, R.M., Loerbroks, A., Bosch, J.A., Schmidt, B., Jarczok M.N., Van Vianen, A.E.M., Thayer, J.F., Li, J., & Fischer, J.E. (2013). Associations between organizational justice and heart rate variability in white-collar and blue-collar workers in the 2007 MIPH Industrial Cohort Studies (MICS). Abstract submitted for presentation at the 6th ICOH International Conference on Work Environment and Cardiovascular Diseases, Tokyo, Japan, March 27-30.
68. Koen, J., Zikic, J., Klehe, U., & Van Vianen, A.E.M. (2013). "A Whole New Future": Motives and Methods of Constructing Career Identity. Paper accepted for presentation at EAWOP, Münster, Germany, May 22-25.
67. Schinkel, S., Van Vianen, A.E.M., Van Dierendonck, & Anderson, N. (2013). Applicant test-taking attitude after rejection. Paper accepted as a poster at EAWOP, Münster, Germany, May 22-25.
66. Schinkel, S., Van Vianen, A.E.M., Van Dierendonck (2013). Applicant Reactions to Selection Procedures and Outcomes: A Field Study. Paper accepted for presentation at EAWOP, Münster, Germany, May 22-25.
65. Van de Ven, C., Nauta, A., De Pater, I, Van Vianen, A.E.M. (2013). "Deals people make": The multifaceted relation between creative dialogues, (i-)deals and employability. Paper accepted for presentation at EAWOP, Münster, Germany, May 22-25.
64. Koen, J., Klehe, U., & Van Vianen, A.E.M. (2012). Job-Search and Employability after Compulsory Reemployment Courses: The Role of Choice, Usefulness and Quality of Motivation. IAEVG conference, Mannheim Germany, October 3-6.
63. Dries, N., Van Vianen, A.E.M., Van Esbroeck, R., Klehe, U.C., De Cooman, R., Koen, J., & Pepermans, R. (2012). Development and validation of the Dutch CAAS: Comparative evidence from Belgium and the Netherlands. Paper accepted for presentation at International Congress of Psychology (ICP), Cape Town South Africa, 22-27 July 2012.
62. Van Vianen A.E.M., "Speaker" on the PDW titled "Publish or Perish Goes Global: International Scholars' Strategies for Publishing in Top Journals (chair: C.Post), accepted for the Academy of Management meeting, Boston USA, August 2012.
61. Van de Ven, C., Nauta, A., De Pater, I, Van Vianen, A.E.M. (2012). Dialogue and I-deals in University Medical Centers and a Bank. Paper accepted for presentation in a paper session titled: What's the Deal with Employability? The Multi-Faceted Relationship between I-deals and Employability at the Academy of Management, Boston USA, August 2012.
60. De Goede, M., Van Vianen, A.E.M., & Klehe, U.C. (2012). Job-seekers' Regulatory Focus and their PO Fit Perceptions. Paper accepted for presentation at SIOP, San Diego, April 26-28, 2012.
59. Van Vianen, A.E.M., Koen, J., Klehe, U.C. (2011). Training career adaptability among university graduates: short-term and long-term effects. Presentation at the International Conference of Vocational Designing and Career Counseling, September 12-14, Padova, Italy.
58. Van Vianen, A.E.M, Stoelhorst, J.W., & De Goede M.E.E. (2011). Person-Organization Fit: Processes of Comparison. In Symposium: J. Billsberry, New directions in organizational fit. Symposium abstract accepted for presentation at the Academy of Management meeting, August 12-16, San Antonio, USA.
57. Koen, J., Klehe, U., & Van Vianen, A.E.M. (2011). Distance to the labor market: An employability-based conceptualization. Paper accepted for presentation at the Academy of Management meeting, August 12-16, San Antonio, USA.
56. De Goede, M., Van Vianen, A.E.M., & Klehe, U.C. (2011). Person-Organization fit and temporal distance: Future and present fit perceptions. Paper accepted for presentation at EAWOP, Maastricht, May 25-28, 2011.

55. Schinkel, S., Van Dierendonck, D., Van Vianen, A.E.M., & Ryan, A.M. (2011). Applicant reactions to rejection: Feedback, fairness and attributional style effects. Paper accepted for presentation at EAWOP, Maastricht, May 25-28, 2011.
54. Koen, J., Klehe, U.C., & Van Vianen, A.E.M. (2011). Prepare before you pursue: The effects of career adaptability training on job-search success among university graduates. Paper accepted for presentation at EAWOP, Maastricht, May 25-28, 2011.
53. Theeboom, T., Van Vianen, A.E.M., & Beersma, B. (2011). Choosing a Workmate: Coworker Supplementary and Complementary Fit. Paper accepted for presentation at EAWOP, Maastricht, May 25-28, 2011.
52. Van Vianen, A.E.M., Koen, J., Klehe, U.C. (2011). Interventions during unemployment in The Netherlands: How effective are they? Presentation at the second international Conference of the Erasmus - Nice WP 2: Innovation in career guidance and counseling, May 18-20, Heidelberg, Germany.
51. Preenen, P.T.Y., Van Vianen, A.E.M., & De Pater, I. E. (2011). Challenging tasks: The role of employees' and supervisors' goal orientations. Paper accepted for presentation at SIOP, Chicago, April 14-16, 2011.
50. Klehe, U.C., Bechtoldt, M.N., De Goede, M., Van Vianen, A.E.M. (2010). Headhuntern in die Karten geschaut: Soziale und Ökonomische Faktoren bestimmen die Verwendung verschiedener Personal-Rekrutierungsverfahren, DGPS conference, Germany, September 2010.
49. Koen, J., Klehe, U.C., & Van Vianen, A.E.M. (2010). Compulsory Job-Search in Reemployment: useful or useless? Abstract accepted for presentation at the 4th International SDT Conference, Ghent University, Belgium, May 13-16.
48. Koen, J., Klehe, U.C., & Van Vianen, A.E.M., (2010). Development of Job-Search and Employability over Time: a Matter of Motivation? Paper accepted for presentation at the Academy of Management, Montreal Canada, August 2010.
47. Shen, C.T., Van Vianen, A.E.M., (2010) PO Misfit and Intent to Quit: The Moderation Effects of Extrinsic Motivational Orientation and Extrinsic Reward Satisfaction. Paper accepted for presentation at the Academy of Management, Montreal Canada, August 2010.
46. Van Vianen, A.E.M., Koen, J., & Klehe, U.C. (2010). Adapting and adaptability: Behaviors and abilities. The 27th International Congress of Applied Psychology, Melbourne, Australia, 11 – 16 July, 2010. Invited symposium, chair Savickas.
45. Kristof-Brown, A., et al. & Van Vianen (co-facilitator). Fit happens: An international collaboration on future research and practice on person-environment fit and misfit. Caucus proposal accepted for inclusion in the 2009 Academy of Management meeting, August 7-11, Chicago.
44. Klehe, U.C., Van Vianen, A.E.M., Tagung der Fachgruppe Arbeits- und Organisationspsychologie der Deutschen Gesellschaft für Psychologie, 9.-11. September 2009, Wien
43. Nevicka, B., De Hoogh, A., Van Vianen, A.E.M, & Beersma, B. (2009). All I need is a stage to shine: Narcissists' performance and leader emergence. Paper accepted for presentation at the Academy of Management, August 7-11, Chicago.
42. Klehe, U.C., König, C.J., Van Vianen, A.E.M., & Kleinmann, M. (2009). Choosing how to choose: Institutional pressures affecting the adoption of personnel selection procedures – a three country comparison. Paper accepted for presentation at EAWOP, Santiago de Compostela, May 13-16, 2009.
41. Schinkel, S., Van Vianen, A.E.M., Van Dierendonck, D., & Anderson, N. (2009) *Applicant reactions to selection outcomes: A field study*. Paper accepted for presentation at SIOP, New Orleans, April 2-4, 2009.

40. Koen, J., Klehe, U.C., & Van Vianen, A.E.M. (2009). The way towards job search: Development of reemployability among long-term unemployed people. Paper accepted for presentation at SIOP, New Orleans, April 2-4, 2009.
39. De Goede, M., Van Vianen, A.E.M., & Klehe, U.C. (2009). Job-seekers Perceived Person-organization fit: Appetitive, Aversive or Overall Fit. Paper accepted for presentation at SIOP, New Orleans, April 2-4, 2009.
38. Schinkel, S., Van Vianen, A.E.M., Van Dierendonck, D., & Anderson, N. (2008) *Applicant reactions to selection outcomes and fairness: A field study application*. Paper accepted for presentation at the IWP conference, Sheffield, June 18-20, 2008.
37. Klehe, U.C., Zikic, J., Van Vianen, A.E.M., De Pater, I. E., & Sih, S.L. (2008). *Should I stay or should I go? The role of career-adaptability in predicting job-search and turnover during times of job insecurity*. Paper accepted for presentation at the EAWOP Small Group Meeting on "Job Insecurity in Europe: State of the Art and New Directions", September 17-19, 2008.
36. De Pater, I. E., Klehe, U. C., Van Vianen, A. E. M. (2008). *Targets, instigators, and bystanders of uncivil incidents*. Part of the Symposium: *The Individual and International Context: New Frontiers in Social Stressors Research*, A. E. Nixon and L. Yang (Chairs), presented at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA.
35. Preenen, P.T.Y., De Pater, I. E., & Van Vianen, A.E.M (2008). *Provided job challenge and learning as predictors of turnover intentions, job search behaviors and voluntary turnover*. Paper accepted for presentation at the Academy of Management, Anaheim, August 2008.
34. Van Vianen, A.E.M, et al. (2008). P-E Fit Incubator, proposal accepted for the Academy of Management, Anaheim (CA), August 2008.
33. Van Vianen, A.E.M., & De Pater, I.E. (2008). *Current practices and future visions of career counseling in Europe*. Paper accepted for presentation at the International Conference of Psychology, Berlin July 2008.
32. Van Vianen, A.E.M. van (2008). Career counseling in Europe: a future agenda for research and practices. Symposium accepted for presentation at the International Conference of Psychology, Berlin July 2008.
31. De Pater, I.E., & Van Vianen, A.E.M. (2008). *Employees' Job Challenge and Supervisors' Evaluations of Promotability*. Paper accepted for presentation at SIOP, San Francisco May 2008.
30. Schinkel, S., Van Vianen, A.E.M., Van Dierendonck, D., & Anderson, N. (2008) *Applicant Reactions to Rejection: Fairness and Attributional Style as Moderators*. Paper accepted for presentation at SIOP, San Francisco May 2008.
29. Van Vianen, A.E.M, & Stoelhorst, J.W. (2007). Homogeneity of personalities generating organizational culture: Bottom-up rather than top-down fit. Paper presented at the 1st Global e-Conference on Fit, 19 – 21 November.
28. Van Vianen, A.E.M (2007). Adaptable careers: Deciding less and exploring more. Invited keynote lecture IAEVG International Conference, 3-6 september 2007, Padova, Italy.
27. Nauta, A., van der Heijden, B., Van Vianen, A.E.M., Preenen, P., & Van Dam, K. The impact of job type on relationships between age and the motivation and obligation to change jobs. EAWOP, May 2007.
26. Klehe, U.C., Zikic, J., Van Vianen, A.E.M., & Siok-Sih L. (2007). Should I stay or should I leave? Predicting job-search during times of job-insecurity. Symposium accepted for presentation at SIOP 2007
25. Schinkel, S., Van Vianen, A.E.M., Anderson, N., & Van Dierendonck, D. (2007). *Applicant Reactions to Performance Feedback: Interactive Effects of Attributions and Fairness Perceptions* Paper accepted for presentation at SIOP 2007

24. De Pater, I.E., Van Vianen, A.E.M., & Bechtoldt, M.N. (2007). Gender Differences in Job Challenge: A Matter of Task Allocation. Paper accepted for presentation at SIOP 2007. Because of extremely high ratings, this paper was elected for the new Featured Posters session at the All-Conference Reception.
23. Van Vianen, A.E.M., Bechtoldt, M.N., De Pater, I.E., & Evers, A. (2007) Climate strength and quality: Do they affect individual affective commitment? . Paper accepted for presentation at SIOP 2007.
22. De Pater, I.E., Van Vianen, A.E.M., Fischer, A.H. (2006). Gender Differences in Job Challenge: A Matter of Task Preferences or Task Allocation?, The EAESP Small group Meeting on Gender and Career Advancement, 14-16 June.
21. De Pater, I.E., Van Vianen, A.E.M., Fischer, A.H. (2006). Taking up a challenge: Determinants of task choice, task allocation outcomes, and the performance of challenging tasks, Kurt Lewin Institute Conference, June 8-9, 2006.
20. Te Nijenhuis, J., Van Vianen, A.E.M., & Van der Flier, H.: *Score gains on g-loaded tests: No g*. ISIR conference, Albuquerque, NM, December, 2005
19. De Pater, I.E., Van Vianen, A.E.M., Fischer, A.H. Employees' challenging experiences as cues for promotion evaluations. A new perspective on the glass ceiling. Accepted for presentation at the Academy of Management, Honolulu, August 2005.
18. Van Vianen, A.E.M., & Stoelhorst, J.W. The theoretical foundations of PE fit and the attraction-selection-attrition model: An evolutionary perspective. Accepted for presentation at the Society of Industrial and Organizational Psychology, April 2005
17. Van Vianen, A.E.M (chair), & Kristof-Brown. Foundations of fit: Theoretical and empirical examinations of person-environment fit over time. Symposium accepted for presentation at the Society of Industrial and Organizational Psychology, April 2005
16. Van Vianen, A.E.M. An Evolutionary approach to socio-economic organization: Linking selection of organizations to selection within organizations. NWO seminar, November 15-16, 2004.
15. De Pater, I.E., Van Vianen, A.E.M., Humphrey, R., Sleeth, R.G., & Hartman, N.S., Fischer, A.H. You Can't Always Get What You Want. Accepted for presentation at the Society for Industrial and Organizational Psychology, April 2004.
14. De Pater, I.E., Van Vianen, A.E.M., Fischer, A.H., Haijtema, D. & Van Ginkel, W. Doing Things Right or Doing the Right Thing: Sex Differences in Task Choice and Consequences for Promotion Opportunities. Accepted for presentation at the Society for Industrial and Organizational Psychology, April 2004.
13. Taris, R, Van Vianen, A.E.M., & Scholten, E. Perceived fairness in personnel selection: Determinants and outcomes in different stages of the assessment procedure. Accepted for presentation at the European Congress on Work and Organizational Psychology, May 2003, Lissabon.
12. Van Vianen, A.E.M., De Pater, I, Kristof-Brown, A.L., & Johnson, E.C. (2002) Culture similarity and value-fit as predictors of expatriates' cross-cultural adjustment. Accepted for presentation at the Society for Industrial and Organizational Psychology, April 2002.
11. Johnson, E.C., Kristof-Brown, A.L., Van Vianen, A.E.M., De Pater, I, Risgsby, M.M. ( ) Expatriate social ties: The impact of relationships with comparable others and host country nationals. Accepted for presentation at the Academy of Management, Denver, August 2002.
10. De Pater, I.E., Van Vianen, A.E.M., Fischer, A.H., & Haijtema, D. (.....) Gender, Task Preferences, and Management Potential Judgments. Accepted for presentation at the Academy of Management, Denver, August 2002.
9. Van Vianen, A.E.M., & Feij, J. Personality factors and adult attachment orientation predicting voluntary job change and job rotation. Paper presented at the European Congress on Work and Organizational Psychology,, 16-19 May, 2001, Prague

8. Van Vianen, A.E.M., Fischer, A.H. Unraveling the glass ceiling: The role of organizational culture preferences. Paper presented at the Society for Industrial and Organizational Psychology, 26-29 April 2001, San Diego, USA.
7. Sonnentag, S., Dijkstra, M. T. M., Evers, A., Van Knippenberg, D., & Van Vianen, A. E. M. (2000). Group processes and individual well-being in a production company. Paper presented at the Academy of Management Annual Meeting, 4-9 August 2000, Toronto, Canada.
6. Van Vianen, A.E.M. (1999) Person-Organization Fit: The match between newcomers' and recruiters' preferences for organizational cultures. Paper presented at the 1999 meeting of the Academy of Management, Chicago.
5. Harinck, F., De Dreu, C.K.W., Van Vianen, A.E.M. (1998). Perceived consensus and conflict in social decision making: The importance of interests, facts and values. Paper accepted for presentation at the 1998 meeting of the International Association for Conflict Management, Washington DC, June.
4. De Dreu, C.K.W., Van Vianen, A.E.M., Harinck, F., McCusker, C. (1998). Contextual and task performance in teams: The functionality of nature and management of conflict. Paper accepted for presentation at the 1998 meeting of the International Association for Conflict Management, Washington DC, June.
3. Van Vianen, A.E.M. (1997). Homogeneity, diversity or proportion of personalities in work teams. Michigan State University, USA.
2. Van Vianen, A.E.M. (1995). *Gender differences in managerial intention*. 4th European congress of Psychology, Athens, Greece.
1. Van Vianen, A.E.M. (1989). *Psychological practice today*. 1st European congress of Psychology, Amsterdam, the Netherlands.

### **Conference papers and presentations (national)**

58. Solms, L., Van Vianen, A.E.M., Koen, J., Theeboom, T., De Pagter, A.P.J., & De Hoog, M. (2019). Killing two birds with one stone: Coaching can help to prevent and cure burnout among physicians. Paper presented at the WAOP conference, UvA, November 22, 2019.
57. Solms, L., De Pagter, A.P.J., Theeboom, T., Van Vianen, A.E.M., Willemsse, A., & De Hoog, M. (2018). Coaching Intervention Improves Physician Well-Being. Presentation for the Vereniging Kindergeneeskunde, September 19, Utrecht.
56. Van den Hee, S.M., Van Hooft, E. A.J., & Van Vianen, A. E.M. (2018). A temporal perspective of job search: The relation between personality, motivation, job search behavior and outcomes. Paper presented at the WAOP conference, KU Leuven, Leuven, Belgie, November 21, 2018.
55. Solms, L., De Pagter, A.P.J., Van Vianen, A.E.M., Theeboom, T., & De Hoog, M. (2018). Bevlogenheid en welzijn: de rol van persoonlijke hulpbronnen onder artsen. Een cross-sectionele studie. Presentation at NVMO (Nederlandse Vereniging voor Medisch Onderwijs) conference, November 15 -16 november, Egmond aan Zee.
54. Kreemers, I., Edwin van Hooft, E.A.J. , & Van Vianen (2018). Encountering job search difficulties: A self-compassion intervention among job seekers. Poster presented at the KLI conference, April 24-25, Zeist.
53. Kreemers, I., Edwin van Hooft, E.A.J. , & Van Vianen (2017). Testing a self-compassion intervention among job seekers: They felt better after the exercises. Paper presented at the WAOP conference, November 24, Radboud University, Nijmegen.
52. Wanders, F., Homan, A.C., Van Vianen, A.E.M., & Van Kleef, G.A. (2016). Rebel with a cause. Violate overarching societal norms but abide by local group norms. Poster presented at the ASPO conference. Leiden University, December 8 – 9, 2016.

51. Kreemers, I., Edwin van Hooft, E.A.J., & Van Vianen (2016). If you want a job, search systematically: A field study with early career starters. Paper accepted for presentation at the annual WAOP conference, November 25, Rotterdam.
50. Kreemers, I., Edwin van Hooft, E.A.J., & Van Vianen (2016). Dealing with difficulties during job search: Affect, self-compassion, job search intention and behavior. Poster presented at the KLI conference, April 21-22, Zeist
49. Wanders, F., Homan, A.C., Van Vianen, A.E.M., & Van Kleef, G.A. (2016). Power to Parochial Norm Abiders? Poster presented at the KLI conference, April 21-22, Zeist
48. Kreemers, I., Edwin van Hooft, E.A.J., & Van Vianen (2015). Dealing with setbacks during job search: affect, job search intensity, and the moderating role of self-compassion. Paper accepted for presentation at the annual WAOP conference, November 27, Amsterdam.
47. Theeboom, T., Beersma, B., & Van Vianen, A.E.M. (2014). The Broadening and Building Effects of Solution-Focused Coaching Questions. Paper presented at the annual WAOP conference, November 28, Utrecht.
46. Van Vianen, A.E.M. (2014). Inzetbaarheid. Randstad kick off bijeenkomst Duurzaamheid in Flexibiliteit. Amsterdam, 3 april
45. Van Vianen, A.E.M. (2014). Dynamische loopbanen, een kwestie van vooruitkijken. NIP Professionaliseringslezing. Utrecht, 11 maart.
44. Van Vianen, A.E.M. (2013). Dynamische loopbanen. Lezing NSVP Innovatief in werk expertmeeting, Amersfoort, 16 september.
43. Theeboom, T., Beersma, B., & Van Vianen, A.E.M. (2012). Effective intervention or luxury fad? – A meta-analysis on the effects of coaching on individual level outcomes in an organizational context. Paper presented at the annual WAOP conference, November 23, Groningen.
42. Koen, J., Klehe, U., & Van Vianen, A.E.M. (2012). Compulsory Reemployment Courses the role of choice, usefulness and motivation. Paper presented at the biannual KLI conference, May 10-11, 2012, Zeist
41. De Hoogh, A., Nevicka, B., Den Hartog, D., Van Vianen, A.E.M., Ten Velden, F., & Beersma, B. (2012). Male and Female Narcissistic Leaders and Effectiveness; A Matter of Perception. Invited lecture at the biannual KLI conference, May 10-11, 2012, Zeist
40. Van Vianen, A.E.M. (2012). Field research: The CMV hurdle. Presentation KLI workshop, March 30.
39. Koen, J., Klehe, U., & Van Vianen, A.E.M. (2011). Employability among the long-term unemployed. Paper presented at the *Summer Small Group Meeting: I-deals and Employability*, University of Amsterdam, July 7-8.
38. Van Vianen, A.E.M., Koen, J., & Klehe, U. (2011). Reintegratie-interventies en re-integreerbaarheid. Lezing in het kader van de workshop 'Kennis voor de Stad', Gemeente Amsterdam, 1 april 2011.
37. Nevicka, B., De Hoogh, A. H. B., Van Vianen, A. E. M., & Ten Velden, F. S. (2010, November). *Wanted: A narcissist! Preferring narcissistic leaders in times of crisis*. Paper presented at the annual WAOP conference, Brussels, Belgium.
36. Koen, J., Klehe, U., & Van Vianen, A.E.M. (2010). Distance to the labor market: An employability-based conceptualization. WAOP conference, November, 2010.
35. De Goede, M., Van Vianen, A.E.M., & Klehe, U. (2010). Person-Organization Fit and Temporal Distance: Future and Present Fit Perceptions. WAOP conference, November, 2010.
34. Van Vianen, A.E.M. (2010). Doing field research. Presentation KLI workshop, March 26.
33. Van Vianen, A.E.M. (2010). Vrouwen naar de top: een kwestie van cultuur en mentaliteit? Ministerie van OCW, 3 februari.

32. Van Vianen, A.E.M. (2009). Field research: Digging in unruly ground. Presentation KLI workshop, April 24.
31. Klehe, U.C. & Van Vianen, A.E.M. (2009). Personnel selection in The Netherlands. Seminar 'Kwaliteit', Dutch Branch Organization for recruitment, search and selection (OAWS). Utrecht, March.
30. Nevicky, B., De Hoogh, A., Van Vianen, A.E.M., & Beersma, B. (2008). All I need is a stage to shine: Narcissists' performance and leader emergence, WAOP conference, November.
29. Preenen, P., Van Vianen, A.E.M., De Pater, I.E. (2008). The meaning of challenge: a concept mapping approach, WAOP conference, November.
28. Koen, J., Klehe, U., & Van Vianen, A.E.M., Nauta, A., Zicic, J. (2008). Searching hard or searching smart during unemployment: the impact of career adaptability, WAOP conference, November.
27. De Goede, M., Van Vianen, A.E.M., & Klehe, U. (2008). Job-seekers' Perceived Person-Organization fit: Appetitive, aversive or holistic fit, WAOP conference, November 2008.
26. Van Vianen, A.E.M. & Klehe, U.C. (2008). Personeelsselectie in Nederland. Yacht seminar, Tiel, 22 mei 2008.
25. Van Vianen, A.E.M. (2008). Passen en bewegen. Key note lecture Nip congres: De fit tussen persoon en organisatie. De 'best practices' in het beïnvloeden van/ontwikkelen van organisatiecultuur, 18 jan. 2008.
24. De Goede, M., Van Vianen, A.E.M., Klehe, U. (2007). Organizational Attraction and Choice: Web Site Features and Signaled P-O Fit, WAOP conference, November 2007
23. Preenen, P., Van Vianen, A.E.M., De Pater, I.E. (2007). Provided job challenge and on-the-job learning as predictors of turnover intentions, job search behaviours, and voluntary turnover, WAOP conference, November 2007
22. Van Vianen, A.E.M. (2007). Forum: 'Generatieconflict? De komende strijd tussen generaties', diesviering alumni 10 februari, RUL
21. Van Vianen, A.E.M. (2006). De maakbaarheid van loopbanen. NSVP loopbaancongres, IJsselstein, 14 november.
20. Van Vianen, A.E.M. (2005). Uitdagende taken. Lezing Belastingdienst, 9 dec. 2005
19. Van Vianen, A.E.M. (2005). Uitdagende taken. Lezing Bachelor uitreiking UvA, 20 okt. 2005
18. Van Vianen, A.E.M. (2003). Lezing GAIA
17. Van Vianen, A.E.M. (2003). A review of P-E fit issues. KLI workshop.
16. Van Vianen, A.E.M. & Feij, J. (2001). Intra-organizational and inter-organizational mobility. KLI congres, May
15. Van Vianen, A.E.M. (2001). The role of organizational culture preferences. KLI workshop,.
14. Van Vianen, A.E.M. (2000). Doorstroom van vrouwen. Lezing in het kader van het symposium "Doorstroom van vrouwen naar hogere functies aan universiteiten", 1 maart 2000, UvA.
13. Van Vianen, A.E.M. (1999). Organisational culture: processes of exclusion of women. Are women only victims? Lezing gehouden op 1 november, TU Delft
12. Van Vianen, A.E.M. (1999). De loopbaan van vrouwen in de wetenschap. Lezing gehouden op 15 september, Universiteit Groningen.
11. Van Vianen, A.E.M. (1999). Vrouwen in traditioneel door mannen gedomineerde werkomgevingen. Lezing gehouden op 12 juni, Universiteit Utrecht.
10. Van Vianen, A.E.M. (1999). Het glazen plafond maken en breken: De dynamiek van organisatieculturen. Lezing gehouden op 17 mei in het kader van Studium Generale, Universiteit van Amsterdam.



9. Van Vianen, A.E.M. (1998). P-O fit: The match between newcomers' and recruiters' preferences for organizational culture. Lezing gehouden op 11 december in het kader van de KLI workshop Person-Organization Fit.
8. Van Vianen, A.E.M. (1998). De wetenschappelijke loopbaan van vrouwen en mannen, een kwestie van competitie voor schaarse functies. Lezing gehouden op 9 maart in de aula van de Universiteit van Amsterdam.
7. Van Vianen, A.E.M. (1997). Kwantitatief onderzoek, voordracht ten behoeve van de cursus Methodologie en Vrouwenstudies van de Nederlandse Onderzoeksschool Vrouwenstudies (NOV), 10 februari 1997.
6. Van Vianen, A.E.M. (1996). Persoonlijkheid-cultuur congruentie van de ideale manager, voordracht ten behoeve van de KLI-workshop Person-Environment Fit: theory, research and applications, 12 december, 1996.
5. Van Vianen, A.E.M. (1995). Persoon-organisatieklimaat congruentie, voordracht ten behoeve van de KLI-workshop cultuur, organisatie en management, 3 november, 1995.
4. Van Vianen, A.E.M. (1995). Arbeidsemancipatie en feminisme. Voordracht in het kader van een filosofische avond in Hotel de Filosoof, Amsterdam, 30 maart, 1995.
3. Van Vianen, A.E.M. (1995). Ambitie en werk. Voordracht ten behoeve het symposium: Ambigue ambitie, Rijksuniversiteit Limburg, 13 juni, 1995.
2. Van Vianen, A.E.M. (1995). Vrouwvriendelijk personeelsbeleid. Voordracht ten behoeve van de cursus Women resource management van het management studiecetrum, 31 oktober, 1995.
1. Van Vianen, A.E.M. (1994). Symposium: De congruentie tussen persoon en omgeving. Achtste Nederlandse Psychologencongres. Psychologie bij bewustzijn. Nijmegen, 20-21 oktober

About 30 lectures between 1988 and 1994, for professionals, concerning: professional quality, personnel selection, gender differences, assessment centers, career development, person-environment fit.