

CURRICULUM VITAE

M. Sc. Tobias Marc Härtel

Osnabrück University/School of Business Administration and Economics/Management
Rolandstr. 8, 49069 Osnabrück (room 29/114)
tobias.haertel@uni-osnabrueck.de
<https://www.linkedin.com/in/tobiashaertel/>
https://www.xing.com/profile/TobiasMarc_Haertel/cv



PERSONAL DATA

Born 31 August 1994 in Hameln (Germany)

EDUCATION

Since 2019 **Doctoral candidate** at the Chair of Management (Prof. Dr. Müller), Osnabrück University
2019 **M.Sc. Psychology**, University of Münster, Final grade 1.0 (GPA 4.0), Best 1% (CASE Validation Code: 008-359-603-2)
2018 **Semester abroad**, Swinburne University of Technology, Australia
2017 **Semester abroad**, California State University Fullerton, USA
2016 **B.Sc. Psychology**, University of Münster, Final grade 1.2 (GPA 3.8), Best 9% (CASE Validation Code: 008-359-603-2)
2013 **Matriculation examination** (Abitur), Albert-Einstein-Gymnasium Hameln, Final grade 1.0 (GPA 4.0), Best 1%

POSITIONS IN ACADEMIA

Since 2019 **Research & teaching associate** at the Chair of Management (Prof. Dr. Müller), Osnabrück University
2019-2020 **Research & teaching associate** at the Chair of Psychological Assessment and Personality Psychology (Prof. Dr. Back), University of Münster
2019 **Student tutor** at the Chair of Work Psychology (Prof. Dr. Binnewies), University of Münster
2015-2016 **Student research assistant** at the Chair of Cognitive Neuropsychiatry (Prof. Dr. med. Ohrmann), University Hospital Münster
2015-2016 **Student tutor** for diagnostic interviewing at the Chair of Developmental Psychology (Prof. Dr. Kärtner), University of Münster
2015-2019 **Student research assistant** at the Chair of Social Psychology (Prof. Dr. Echterhoff), University of Münster
2014-2015 **Student tutor** at the Chair of Statistics and Methods (Prof. Dr. Holling), University of Münster
2014 **Research intern** at the Chair of Social Psychology (Prof. Dr. Echterhoff), University of Münster

PRACTICAL EXPERIENCE

2019 **Student employee** for potential assessments at the Youth Education Center Münster
2018-2019 **Intern and student employee** at the Cologne Institute for Management Consulting; Financial bonus payment on internship completion for outstanding performance
2016-2017 **Student employee** at the Sparkassenakademie North Rhine-Westphalia
2014 **Intern** at the Clinic for Psychotherapy and Psychiatry, University Hospital Münster

AWARDS

2016-2019 **German Academic Scholarship Foundation** (Studienstiftung des deutschen Volkes)
2014-2016 **German National Scholarship** (Deutschlandstipendium)
2013 **Best high school graduate of the year at Albert-Einstein-Gymnasium; DMV Abiturpreis; Scheffelpreis**

SKILLS

Software R, SPSS, Mplus, Zotero, MS Office
Languages **German** (native), **English** (C1; DAAD language certificate 2017; three-week language scholarship at Hilderstone College, Broadstairs, UK, 2019; semester-long course English Conversation for the Natural Sciences, 2013), **French** (A2)

TEACHING

2022 Seminar: **Personnel Selection**, graduate level
2021 Proseminar: **Leadership**, undergraduate level
2021/2022 Exercise course: **Organizational Behavior**, graduate level

2020/2021/2022 Exercise course: **Human Resource Management**, undergraduate level
2020/2022 Proseminar: **Personnel**, undergraduate level
2019 Seminar: **Personality and Interpersonal Perception at Zero Acquaintance**, undergraduate level
Since 2019 **Supervision** of bachelor and master theses

FUNDING

2023 Support by the German Research Foundation (Deutsche Forschungsgemeinschaft, DFG) and the Open Access Publishing Fund of Osnabrück University (BO 5110/2-1, 491052604) to cover the Article Processing Charges (APC) for the publication on effective telework strategies, \$3.473
2020 Young talent development fund for the Online Group Interaction Study (OGIS), granted by the University of Münster - School of Business and Economics, €6.000
2019 Travel grant by the University of Münster - Department of Psychology for The 15th Biennial Conference of the German Psychological Society - Personality Psychology and Psychological Diagnostics (DPPD) Section

PUBLICATIONS

Härtel, T. M., Hüttemann, D., & Müller, J. (2023). Associations between the implementation of telework strategies and job performance: Moderating influences of boundary management preferences and telework experience. *Frontiers in Psychology*, *14*, 1099138. <https://doi.org/10.3389/fpsyg.2023.1099138>.
Härtel, T. M., Leckelt, M., Grosz, M. P., Küfner, A. C. P., Geukes, K., & Back, M. D. (2021). Pathways from narcissism to leadership emergence in social groups. *European Journal of Personality*, *35*(5), 1-23. <https://doi.org/10.1177/08902070211046266>

CONFERENCE TALKS

Härtel, T. M., Leckelt, M., Grosz, M. P., Küfner, A. C. P., Nestler, S., Geukes, K., & Back, M. D. (2019, September 16-18). *Narcissists' pathways to leadership in naturally emerging social groups* [Conference presentation]. The 15th Biennial Conference of the German Psychological Society - Personality Psychology and Psychological Diagnostics (DPPD) Section, Dresden, Germany.

SUBMITTED WORK

Härtel, T. M., Breil, S. M., Grunenberg, E., & Back, M. D. (2023). Relationships between resumé cues and applicants' personality. Submitted to *Journal of Business and Psychology*.
Härtel, T. M., Schuler, B. A., & Back, M. D. (2023). Using valid cues to predict narcissism and intelligence from LinkedIn profiles. Submitted to *The 83rd Annual Meeting of the Academy of Management*.
Härtel, T. M., Hoch, F., & Back, M. D. (2023). Differential impacts of behavioral pathways linking personality to leadership outcomes. Submitted to *The 83rd Annual Meeting of the Academy of Management* and *The 23rd Annual Meeting of the European Academy of Management*.
Hüttemann, D., **Härtel, T. M.**, & Müller, J. (2023). Examining the extended full-range leadership model and leadership effectiveness in remote work contexts: The moderating role of VUCA environments. Submitted to *European Management Review*.

WORK IN PROGRESS & IDEAS FOR FUTURE WORK

Digital contextual cues influencing leader perceptions in online group interactions (with Hoch, F.)
Using machine learning to predict bright (big five) and dark (dark tetrad) sides of personality from LinkedIn profiles
Explaining interindividual differences in recruiters resumé and LinkedIn based personality inferences
Applying automated LinkedIn based personality inferences to infer CEO narcissism
Valid personality cues in applicant photographs

MEDIA COVERAGE

My work on narcissism and leadership emergence was featured in Hartmann, C. (2022). Unsere dunkle Seite: Warum wir alle ein wenig narzisstisch und machthungrig sind. *Gehirn & Geist*, *9*, 12–18.

REVIEWER ACTIVITIES

Personality and Social Psychology Bulletin
Journal of Personnel Psychology
European Academy of Management



Tobias Marc Härtel, Osnabrück, March 6, 2022