

## CURRICULUM VITAE

**M. Sc. Tobias Marc Härtel**

University of Osnabrück/School of Business Administration and Economics/Management

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### PERSONAL DATA

Born 31 August 1994 in Hameln (Germany)

### EDUCATION

Since 2019 **Doctoral candidate** at the Chair of Management (Prof. Dr. Müller), University of Osnabrück  
2019 **M.Sc. Psychology**, University of Münster, Final grade 1.0 (GPA 4.0)  
2018 **Semester abroad**, Swinburne University of Technology  
2017 **Semester abroad**, California State University Fullerton  
2016 **B.Sc. Psychology**, University of Münster, Final grade 1.2 (GPA 3.8)  
2013 **Matriculation examination (Abitur)**, Albert-Einstein-Gymnasium Hameln, Final grade 1.0 (GPA 4.0)

### PROFESSIONAL POSITIONS

Since 2019 **Member of scientific staff** at the Chair of Management (Prof. Dr. Müller), University of Osnabrück  
2019-2020 **Member of scientific staff** 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 **Teamer for potential assessments** at the Youth Education Center Münster  
2018-2019 **Intern and student employee** at the Cologne Institute for Management Consulting  
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 graduate of the year at Albert-Einstein-Gymnasium; DMV Abiturpreis; Scheffelpreis**

### SKILLS

Software R, SPSS, Mplus, Zotero, MS Office  
Languages German (native), English (C1), French (A2)

### TEACHING

2021 Proseminar: **Leadership**, undergraduate course  
2021 Exercise course: **Organizational Behavior**, graduate course  
2020 & 2021 Exercise course: **Human Resource Management**, undergraduate course  
2020 Proseminar: **Personnel**, undergraduate course  
2019 Seminar: **Personality and Interpersonal Perception at Zero Acquaintance**, undergraduate course

### CURRENT RESEARCH PROJECTS

Since 2020 Predicting Personality Traits Based on LinkedIn Profiles  
Since 2020 Usefulness of Individual Strategies for Telework  
Since 2020 When and Why are Narcissistic Team Leaders Effective?  
Since 2019 Personality Expression and Impression Formation in Applicant Resumes

### FUNDING

2020 Young talent development fund (Nachwuchsförderungsfonds) for the project "When and Why are Narcissistic Team Leaders Effective?"; 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 meeting of the section Differential Psychology and Psychological Assessment of the German Psychological Society

### PUBLICATIONS

- 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>  
- Härtel, T. M., Leckelt, M., Grosz, M. P., Küfner, A. C. P., Nestler, S., Geukes, K., & Back, M. D. (2019). Narcissists' pathways to leadership in naturally emerging social groups. Talk at the 15th meeting of the section Differential Psychology and Psychological Assessment of the German Psychological Society (Dresden, September 16-18, 2019).