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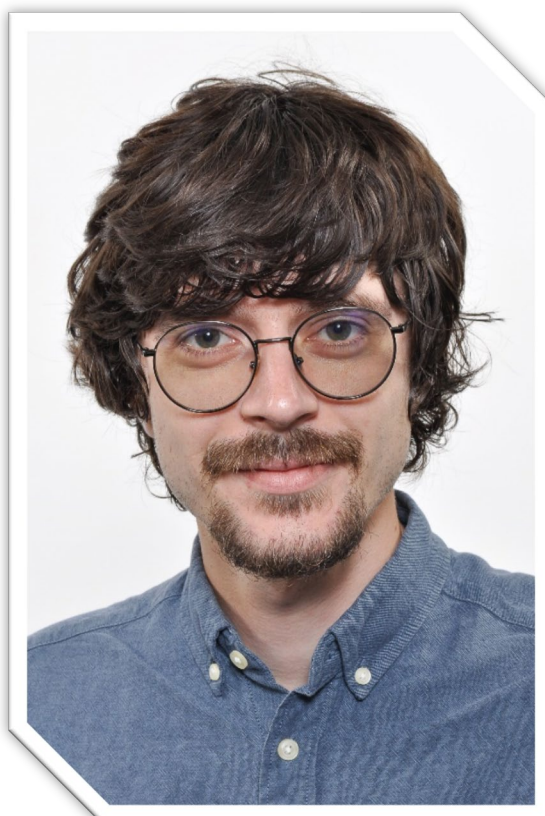
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RG Score: 8.03

[Google Scholar](#)

[Research Gate](#)

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2nd of December 1989
Focșani, Jud. Vrancea, Romania

Romanian

Married

A (12.06.2008)

B (11.06.2008)

Date of birth

Place of birth

Ethnicity

Marital status

Driving license

Professional experience

02/2022 – present

Lecturer (COR¹ 231003)

University of Bucharest, Department of Psychology and Cognitive Sciences

- **Courses:** Applied Computer Science in Psychology and Cognitive Sciences (undergraduate); Clinical Assessment in National Security (postgraduate); Pathology of Organisational Behavior (postgraduate).
- **Administrative activity:** Tutor of first year students.
- **Member of Assessment and Individual Differences Lab (www.aid-lab.ro):** lead role on scale translation and webpage management.

10/2016 – 01/2022

Teaching assistant (COR¹ 231001)

University of Bucharest

- **Courses:** Vocational Counselling; Research Methodology in Psychology (undergraduate and postgraduate); Personality in Psychology; Academic training (critical thinking and scientific documentation); Theory and Practice in Cognitive and Behavior Assessment.

01/2020 – 12/2020

Postdoctoral Fellow

Stellenbosch University

- **Activities:** Conducting research using IRT models (i.e., the Rasch Measurement Model) and supervising projects in the honours class
- **(ongoing) Research topics:** Job insecurity and satisfaction with security measurement invariance across two languages; Differential item functioning for the DUWAS (Dutch Work Addiction Scale); Gender invariance in job insecurity; Human resource practices, employee attitudes, and work-related well-being during organizational change: A cross-cultural study in Romania and South Africa

02/2018 - present

Clinical Psychologist and Psychotherapist (COR¹ 263401/263403)

Private Practice

- **Cognitive Behavior Therapy (CBT) and Schema Therapy (ST)** for patients diagnosed with Anxiety, Depression, PTSD, and childhood traumas.

04/2017 – 11/2017

Statistician (COR¹ 212025)

Great People Inside

- **Activities and accomplishments:** Writing the technical manual of GR8 Full Spectrum including statistical analysis and information regarding the psychometric properties of the GR8 Full Spectrum.

08/2017 – 11/2017

Psychologist (COR¹ 263411)

Test Central

- **Activities:** Adaptation of English-written psychological assessments, statistical analysis, and data processing.
- **Projects accomplished:**
 - HiPIC – Hierarchical Personality Inventory for Children
 - Coopersmith Self-esteem Inventory
 - DAPP-BQ – Dimensional Assessment of Personality Pathology: Basic Questionnaire

Grants

09/2018 – 08/2019

TIMSS 2019 (Trends in International Mathematics and Science Study)

Role: Research Assistant

- **Activities:** Data collection, scoring, and dataset management.

07/2016

PN-III-P3-3.1-PM-RO-BE-2016-0027 - Age and health challenges for working students: a longitudinal investigation of self-regulatory processes

Role: Research assistant

¹ COR – Romanian Job Classification [Codul Ocupațiilor din România] includes jobs recognized by the Romanian Ministry of Labor.

- Scale development

03/2015

Brain Awareness Week
Role: Administrative member

Educational experience

09/2015 – 08/2019

PhD

University of Bucharest

- **Field of expertise:** Psychology/Occupational Health
- **Thesis:** Cost-Benefit Models of Working Overtime
- Honors *Magna cum laude*

09/2013 – 05/2015

Student (master's degree - MA)

University of Bucharest

- **Name of master program:** Health Psychology – Clinical Research and Behavior Optimization [Psihologie Sănătății – Cercetare Clinică și Optimizare Comportamentală]
- **Field of expertise:** Clinical Psychology
- **Finishing grade – 10/10**
- **120 ECTS credits**

09/2010 – 05/2013

Student (undergraduate degree - MA)

University of Bucharest

- **Field of expertise:** Psychology
- **Finishing grade – 9.93/10**
- **180 ECTS credits**

08/2009 – 04/2010

Student (undergraduate degree - MS)

VIA University, Horsens, Denmark

- **Domain of expertise:** Web Design, SQL Database, Software developer (UML și Java), Lego Robotics
- **Credits:** 26

09/2005 – 05/2009

Bachelor's degree

"Alexandru Ioan Cuza" High School [Colegiul Național „Alexandru Ioan Cuza”], Focșani, Vrancea county, Romania

- **Profile:** Natural sciences
- **Domain of expertise:** Biology, Chemistry and Physical sciences
- **Finishing grade – 9.35/10**

Foreign languages

English

Cambridge ESOL Level 2 Certificate in ESOL International – **Certificate in Advanced English** (Council of Europe Level C1).

Certificate of Attendance, Advanced 1 (C1) (Hampstead School of English, London, England)

Skills

Computer

ECDL Certificate (European Computer Driving License)
 Program version: 4.0

Programming languages

Python 3 (beginner); Java UML (beginner)

Web design

WordPress (advanced); Joomla (beginner)

Data analysis

R (advanced), SPSS (advanced), JASP (advanced), Jamovi (advanced), MPlus

(intermediate), Winsteps (advanced)

Volunteering

07/2013 – 07/2017

ESTUAR Foundation

Role: Assistant psychologist

Social activities:

- Exercises for developing social, cognitive and teamwork skills
- Social integration: outdoor activities including exposure and health-related sports

03/2015

Brain Awareness Week

Role: Organizing member

Activities involved:

- PR, advertising, and design

03/2012

The way from institutionalizing to inclusion – taught lessons and future directions [„Drumul de la instituționalizare la incluziune – Lecții învățate și direcții în viitor”], Comber Foundation

Role: Organizing member

Activities involved:

- Informational systems on assessment

Memberships

Romanian College of Psychologists

Unique identifier: 19133

Field of expertise: Clinical Psychologist (since 2016) and Psychotherapist (since 2018)

Romanian Association of Psychologists

Unique identifier: A-7174

Status: member since 2019

Scientific events

2020

Workshop (Master Tutorial)

Detecting DIF that really matters: Evaluation of a simple factor analytic approach to differential item and test functioning across groups, SIOPSA (Society for Industrial & Organizational Psychology in South Africa), Virtual Conference, South Africa, 1-3 December.

2019

Participant

APIO Conference, Iași, May

2017

Participant

EAWOP (European Association of Work and Organizational Psychology), Dublin, Ireland, 17-20 May

2017

Poster session

Job Characteristics, Positive Overtime and Performance: A path analysis, EAWOP (European Association of Work and Organizational Psychology), Dublin, Ireland, 17-20 May

2017

Participant

APIO Conference (Association of Industrial and Organizational Psychology), 17th edition, Bucharest, 4-6 May

2017

Paper presentation

Construct validity of the IWP Multi-Affect Indicator scale in Romanian work environment, APIO Conference, 17th edition, Bucharest, 4-6 May

2016	Participant	Modern interventions in clinical psychology: evolutionary and technological implications [„ <i>Intervenții moderne în psihologia clinică: aplicații tehnologice și evoluționiste</i> ”], 1 st edition (7-8 November)
2016	Poster session	Big Five personality traits and employees' job crafting behavior: Staying engaged and performing well, ECP (European Conference on personality) , 18 th edition, Timișoara, 19-23 July
2016	Participant	European Conference on Personality , 18 th edition, Timișoara, 19-23 July
2016	Participant	APIO Conference , Cluj-Napoca, May
2016	Paper presentation	APIO Conference , Cluj-Napoca, May
2016	Participant	Health Now event (organized by CHOICE), 16-17 January
2015	Workshop	Brain Awareness Week
2014	Workshop	“Who am I?” Personality Workshop [„Cine sunt eu? Atelier de cunoaștere psihologică a personalității”], Cultural Festival School of Grand Names [Festivalul Cultural Școala de nume mari] , University of Bucharest
2012	Participant	International Conference of „Psychologies and the realities of the contemporary world”, 3rd edition
2012	Participant	The International Symposium on Traffic Psychology and Human Resources (ISTHRR); ROUND TABLE – Opportunities in psychological testing assessment centers International Conference of Psychology and the Realities of the Contemporary World

Honorary titles

05/2018	Professor Bologna 2018	Awarded by ANOSR , National Alliance of Student Organizations in Romania (Alianța Națională a Organizațiilor Studențești din România)
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Other qualifications

07/2015 – 02/2018	Romanian Association of Hypnotherapy and Cognitive Behavior Therapy [Asociația Română de Hipnoterapie și Terapii Cognitive-Comportamentale] (AHPCC)	Title: Psychotherapist accredited by COPSI (Romanian College of Psychologists) Modules: <ul style="list-style-type: none"> • Anxiety • Depression • Personality disorders • PTSD
07/2018	Psychotherapist: Independent Practitioner	Romanian College of Psychologists

09/2016	Clinical Psychologist: Practitioner under supervision	Romanian College of Psychologists
07/2016	Noldus Systems Training	Training in: <ul style="list-style-type: none"> • Observer XT • Bionomadix System BIOPAC
08/2015	E-INVEST Marketing SRL	Training on accessing European funds for research
25-27/02/2015	Motivation Association	Training in International Classification of Functioning, Disability and Health

Scientific publications

- de Bruin, G. P., Taylor, N., & **Zanfirescu, Ș. A.** (2022). Measuring the Big Five personality factors in South African adolescents: Psychometric properties of the Basic Traits Inventory. *South African Journal of Psychological Assessment* (accepted paper).
- Năstasă, L. E., **Zanfirescu, Ș. A.**, Iliescu, D., & Farcaș, A. D. (2021). Improving emotional intelligence in adolescents: an experiential learning approach. *Current Psychology*. <https://doi.org/10.1007/s12144-021-02132-5>
- Holland, J. L., Messer, M. A., Iliescu, D., **Zanfirescu, Ș. A.**, & Sîrbu, A. (2021). Evaluarea Holland a Intereselor Vocaționale, ediția a 5-a [Self-Directed Search, 5th edition]. Cluj-Napoca: Sinapsis.
- Butucescu, A., **Zanfirescu, Ș. A.**, & Iliescu, D. (2020). The whys and wherefores of going the extra-mile as public health workers. *Personality and Individual Differences*, 153, 1-6. <https://doi.org/10.1016/j.paid.2019.109646>
- Zanfirescu, A. Ș.** (2019). Embarking on a journey of changes in scientific writing. The new APA Publication Manual, 7th edition. *Studia Doctoralia*, 10(2), 63–64. <https://doi.org/10.47040/sd/sdpsych.v10i2.99>
- Avram, E., Burtăverde, V., & **Zanfirescu, Ș. A.** (2019). The incremental validity of career adaptability in predicting academic performance. *Social Psychology of Education*, 1-16. <https://doi.org/10.1007/s11218-019-09505-6>
- Burtăverde, V., de Raad, B., & **Zanfirescu, Ș. A.** (2018). An emic-etic approach to personality assessment in predicting social adaptation, risky social behaviors, status striving and social affirmation. *Journal of Research in Personality*, 76, 113–123. <https://doi.org/10.1016/j.jrp.2018.08.003>
- Livesly, J. W., Jackson, D. N., Iliescu, D., Dimache, R., & **Zanfirescu, Ș. A.** (2018). DAPP-BQ - Dimensional Assessment of Personality Pathology: Basic Questionnaire. Cluj-Napoca: Sinapsis.
- Zanfirescu, Ș. A.**, Butucescu, A., & Iliescu, D. (2017). Empirical exploration of the two-dimensional view of employee's subjective well-being. *Psihologia Resurselor Umane Journal [Romanian Journal of Human Resources Psychology]*, 15(2), 127-137.
- Butucescu, A., **Zanfirescu, Ș. A.**, & Iliescu, D. (2017). Construct validity of the IWP Multi-Affect Indicator scale in Romanian work environment. *Psihologia Resurselor Umane Journal [Romanian Journal of Human Resources Psychology]*, 15(1), 42-55.
- Mervielde, I., de Fruyt, F., Iliescu, D., Dimache, R. & **Zanfirescu, Ș. A.** (2017). HiPIC - Inventarul ierarhic de personalitate pentru copii [Hierarchical Personality Inventory for Children]. Cluj-Napoca: Sinapsis.
- Zanfirescu, Ș. A.** (2016). Psihologie Navală [Naval Psychology] - Revizuire a cărții *Psihologie navală*, de F. Sîntion [Book review on Naval Psychology by F. Sîntion]. *Psihologia Resurselor Umane Journal [Romanian Journal of Human Resources Psychology]*, 90-91, 441.
- Zanfirescu, Ș. A.**, & Dimache, R. (2016). Teoria extinderii și dezvoltării emoțiilor pozitive [Broaden and Build Theory of Positive Emotions]. In Sulea C. & Iliescu D. (Ed.), *Teorii și Modele în Psihologia Sănătății Ocupaționale [Theories and Models in Occupational Health Psychology]*, (pp. 265-294). Timișoara: Editura Diacritic.
- Zanfirescu, Ș. A.**, & Tănase, M. M. (2015). Testul de Personalitate în 16 Factori (16PF) [16 PF Personality Inventory]. In Iliescu D. & Sulea C. (Ed.), *Tratat de Psihodiagnostic al Personalității [Psychodiagnostic Treaty of Personality]*, (pp. 69-90). București: Editura Polirom.

Zanfirescu, Ș. A., & Avram, E. (2013). Percepția riscului asupra sănătății și comportamentul preventive [The Risk Perception on Health and Preventive Behaviors]. In Avram E. (Ed.), Psihologia Sănătății [Health Psychology], vol. 8 (pp. 20-56). București: Editura Universitară.