INSTITUTO UNIVERSITÁRIO DE LISBOA

Ciência_Iscte

Public Profile

Warning: [2026-11-01 13:14] this document is a print-out of the Ciência-iul web portal and was automatically generated at the labeled date. The document has a mere informational purpose and represents the information contained on Ciência_Iscte at that date.

Teresa Almeida

Associate Researcher
BRU-Iscte - Business Research Unit

Contacts

E-mail	maria.teresa.almeida@iscte-iul.pt
Office	D4.06

Research Interests

Followership

Leadership

Destructive Leadership

Emotions

Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-Instituto Universitario de Lisboa	PhD	PhD in Management, specialization of Human Resources and Organizational Behavior	2022
ISCTE - Instituto Universitário de Lisboa	M.Sc.	Políticas de Desenvolvimento dos Recursos Humanos	2016

Faculdade de Psicologia - Universidade de Lisboa	Integrated M.Sc.	Mestrado Integrado em Psicologia	2011

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord.
2025/2026	2º	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	No
2024/2025	2º	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	No
2024/2025	1º	Work and Organizational Psychology	Bachelor Degree in Economics;	No
2023/2024	2º	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	No
2023/2024	1º	Organizational Models		No
2022/2023	2º	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	No
2022/2023	1º	Research Topics and Data in Economics	Master Degree in Human Resources Development Policies;	No
2022/2023	1º	Work and Organizational Psychology	Bachelor Degree in Psychology;	No
2022/2023	1º	Organizational Models		No
2021/2022	2º	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	No
2021/2022	2º	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	No
2021/2022	2º	Human Resources Management	Bachelor Degree in Finance and Accounting;	No
2021/2022	1º	Work and Organizational Psychology	Bachelor Degree in Economics; Bachelor Degree in Psychology;	No
2021/2022	1º	Work and Organizational Psychology	Bachelor Degree in Economics; Bachelor Degree in Psychology;	No
2020/2021	2º	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	No
2020/2021	2º	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	No
2019/2020	1º	Organizational Behaviour	Master Degree in Human Resources Development Policies;	No

Supervisions

• Ph.D. Thesis

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Beatriz de Abreu Saavedra	Exploring the Impact of AI Integration on Innovation Dynamics within Teams and Individuals	--	Developing	Iscte

• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Diogo Bernardo Lisboa Vitorino	Sentimento dos colaboradores face à utilização de Inteligência Artificial no trabalho em Portugal: perceção, confiança e impacto.	--	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Lea Marie Vom Kolke	Perceiving Charisma Through Avatars and Humans: The Role of Trust and Follower Personality	English	Iscte	2025
2	Mariana Tardão Reis Cunha Pinto	Digital Nomadism: the profiles and motivations associated with different types of geographical travel	Portuguese	Iscte	2025
3	Gonçalo Nobre Martins Almeida	Algorithm Sleuths vs. Human Hawkeyes: Resume fraud detection	English	Iscte	2024
4	Daniela Sofia Carvalho Teixeira	Digital nomads' workation choice: A study on push factors, pull factors, and relative freedom	English	Iscte	2024
5	Bruno José Vieira da Silva	From Internal Communication to Organizational Citizenship Behavior through Work Engagement: Does virtuality matter?	English	Iscte	2023
6	Tiago Alexandre Paçô Galiza Monteiro	Nudging the nudges: A probe into transparency effects	Portuguese	Iscte	2023
7	Lloyd Harriman	Applying a Followership approach to the learning experience	English	Iscte	2023

8	Cláudia Sofia Noronha Pinto Gandarez	Authenticity in leading: an asset or a liability?	English	Iscte	2022

Total Citations

Web of Science®	45
Scopus	35

Publications

• Scientific Journals

- Scientific journal paper

1	Almeida, T., Ramalho, N. & Esteves, F. (2023). Coproducing leadership: A reason to resist destructive leaders. Leadership and Organization Development Journal, 44(2), 189?204. https://doi.org/10.1108/LODJ-09-2021-0427 - Times Cited Web of Science®: 4 - Times Cited Scopus: 3 - Times Cited Google Scholar: 10
2	Almeida, T., Abreu, F. & Ramalho, N. (2021). Becoming morally disengaged: How long does it take?. Leadership and Organization Development Journal, 42(4), 548?563. https://doi.org/10.1108/LODJ-01-2020-0005 - Times Cited Web of Science®: 7 - Times Cited Scopus: 6 - Times Cited Google Scholar: 13
3	Almeida, T., Ramalho, N. & Esteves, F. (2021). Can you be a follower even when you do not follow the leader? Yes, you can. Leadership, 17(3), 336?364. https://doi.org/10.1177/1742715020987740 - Times Cited Web of Science®: 31 - Times Cited Scopus: 23 - Times Cited Google Scholar: 47
4	Sousa, I. C., Almeida, T. & Correia Leal, C. (2021). Trapped in the COVID-19 pandemic: The effect of risk concern and emotions on burnout among health care workers. Psicologia, 35(1), 163?173. https://doi.org/10.17575/psicologia.v35i1.1697 - Times Cited Web of Science®: 3 - Times Cited Scopus: 3 - Times Cited Google Scholar: 4

• Books and Book Chapters

- Book chapter

1	Almeida, T., Ramalho, N. & Esteves, F. (2023). Followership. The SAGE Handbook of Leadership. - Times Cited Google Scholar: 1

• Conferences/Workshops and Talks

- Talk

1	Sousa, I.C., Correia Leal, C. & Almeida, T. (2025). Remnants of the pandemic among teachers: Age discrepancy, work-family conflict and burnout. 8th Age in the Workplace Meeting,.
2	Ramalho, N. & Almeida, T. (2023). Optimizing Crisis Management: A Case Against Authentic Leadership Maximization. 21st International Studying Leadership Conference,.
3	Almeida, T. & Ramalho, N. (2023). Digging Under the Fence, Leaping Over the Fence: Silence Digs or Leaps Over Exploitative Leaders. 21st International Studying Leadership Conference,.
4	Almeida, T., Ramalho, N. & Esteves, F. (2019). Affective systems and workplace behaviors: Portuguese validation of the affective neuroscience personality scales. 19th EAWOP Congress,.
5	Almeida, T., Almeida, M. T. & Ramalho, N. (2017). Testing the Portuguese version of ANPS-s and its utility for professional selection processes. 14th European Conference on Psychological Assessment,.

• Other Publications

- Other publications

1	Almeida, T. & Ramalho, N. (2016). Testing the portuguese version of ANPS-s and its utility for professional selection processes..

Research Projects

Project Title	Role in Project	Partners	Period
Public Value and Communicational Boost of European Funds	Researcher	DINAMIA'CET-Iscte (CT) - Leader	2024
Avaliação de Impacto 4D	Researcher	BRU-Iscte	2020 - 2021