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## Teresa Almeida

### **Professora Auxiliar Convidada**

BRU-Iscte - Business Research Unit

Department of Human Resources and Organizational Behavior (IBS)

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### Research Interests

Followership
Leadership
Destructive Leadership
Emotions

### Academic Qualifications

<b>University/Institution</b>	<b>Type</b>	<b>Degree</b>	<b>Period</b>
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
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## 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

### • 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 Hawkeys: 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®	39
Scopus	29

## Publications

### • Scientific Journals

#### - Scientific journal paper

1	Almeida, T., Ramalho, N. & Esteves, F. (2023). Coproducing leadership: A reason to resist destructive leaders. <i>Leadership and Organization Development Journal</i> . 44 (2), 189-204 - Times Cited Web of Science®: 3 - Times Cited Scopus: 2 - Times Cited Google Scholar: 9
2	Almeida, T., Abreu, F. & Ramalho, N. (2021). Becoming morally disengaged: How long does it take?. <i>Leadership and Organization Development Journal</i> . 42 (4), 548-563 - Times Cited Web of Science®: 7 - Times Cited Scopus: 5 - Times Cited Google Scholar: 10
3	Almeida, T., Ramalho, N. & Esteves, F. (2021). Can you be a follower even when you do not follow the leader? Yes, you can. <i>Leadership</i> . 17 (3), 336-364 - Times Cited Web of Science®: 26 - Times Cited Scopus: 19 - Times Cited Google Scholar: 42
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. <i>Psicologia</i> . 35 (1), 163-173 - 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. In <i>The SAGE Handbook of Leadership</i> . - Times Cited Google Scholar: 1
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### • 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, M. T., Almeida, T. & Ramalho, N. (2017). Testing the Portuguese version of ANPS-s and its utility for professional selection processes. 14th European Conference on Psychological Assessment.
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## • Other Publications

### - Other publications

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