

October 10-11, 2023

## TWO-DAYS INTERNATIONAL CONFERENCE

# Psychology of Selection and Assessment: From Calling to Meaning and Purpose. Perspectives and Imperatives for Decent Work and Decent and Healthy Lives “IAAP Special Project Promoting Decent Work for All”

Tuesday October 10, 2023

Sala Pistelli  
Medici Riccardi Palace  
Metropolitan City of Florence  
Cavour street 9, Florence, Italy  
Hybrid Conference

9.30 | 10.00

**INSTITUTIONAL GREETINGS** – University of Florence, Italy

Marco Pierini

*Pro-Rector for Technology Transfer, Cultural Activities and Social Impact, University of Florence, Italy*

Vanna Boffo

*Director of the Department of Education, Languages, Intercultures, Literatures and Psychology, University of Florence, Italy*

Nicola Armentano

*Councillor Delegated for Social Promotion and Sport, Metropolitan City of Florence, Italy*

10.00 | 10.45

**Keynote Lecture**

*Calling and Meaning: The Decent Education Perspective*

Maureen E. Kenny

*Full Professor of Counseling, Developmental, and Educational Psychology*

*Boston College, USA*

10.45 | 11.00

**Discussion**

11.00 | 11.45

**Keynote Lecture**

*Transformation of Work in the Digital Era: Digital and “Digitalized”*

José María Peiró

*Emeritus Professor of Work and Organizational Psychology*

*IDOCAL Research Institute, University of Valencia, Valencia, Spain*

*Past President of the International Association of Applied Psychology (IAAP)*

11.45 | 12.00

**Discussion**

12.00 | 12.45

**Keynote Lecture**

*Calling and Meaning for Decent Work and Decent and Healthy Lives*

Annamaria Di Fabio

*Full Professor of Work and Organizational Psychology*

*Department of Education, Languages, Intercultures, Literatures and Psychology (Psychology Section), University of Florence, Italy*

*Member-at-large of the Board of Directors (BoD) of the International Association of Applied Psychology (IAAP)*

*Equality Councillor, Metropolitan City of Florence, Florence, Italy*

12.45 | 13.00

**Discussion**

13.00 | 14.30

**Lunch Break**

14.30 | 15.15

**Keynote Lecture**

*5.0: A Psychology Driven Framework for the Factory the Future*

Luciano Gamberini

*Full Professor of Work and Organizational Psychology, University of Padua, Italy*

15.15 | 15.30

**Discussion**

15.30 | 16.15

**Keynote Lecture**

*On the Continuum between Well-being and Stress: The Role of Personal, Organizational and Leader Resources*

Dina Guglielmi\* & Giulia Paganin\*\*

*\* Full Professor of Work and Organizational Psychology, University of Bologna, Italy*

*Coordinator Section of Psychology for Organizations, Italian Association of Psychology*

*\*\* PhD, University of Bologna, Italy*

16.15 | 16.30

**Discussion**

16.30 | 17.15

**Keynote Lecture**

*Selection and Assessment: The Use of New Technologies*

Marco Giovanni Mariani

*Associate Professor of Work and Organizational Psychology, University of Bologna, Italy*

17.15 | 17.30

**Discussion**

17.30 | 18.15

**Keynote Lecture**

*The Dark Triad Traits in relation to Vocational Interests, Job Satisfaction, and Tactics of Manipulation: “Dark People” at Work*

Peter K. Jonason

*Associate Professor of Psychometry, University of Padua, Italy*

18.15 | 18.30

**Discussion**

18.30 | 19.00

**Final Reflection and Conclusion**

José María Peiró, Maureen E. Kenny, Annamaria Di Fabio

*IDOCAL Research Institute, University of Valencia, Valencia, Spain*

*Boston College, USA*

*University of Florence, Italy*



**HYBRID CONFERENCE**

**THE EVENT IS FREE OF CHARGE**

**FOR CONFERENCE REGISTRATION: [annamaria.difabio@unifi.it](mailto:annamaria.difabio@unifi.it)**

**PUBLIC ENGAGEMENT EVENT OPEN TO CITIZENSHIP**



Uniwersytet  
Wrocławski

UNITWIN NETWORK  
Life designing interventions  
(counseling, guidance, education)  
for decent work and  
sustainable development



unesco  
Network Member

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## “IAAP Special Project Promoting Decent Work for All”

Wednesday October 11, 2023

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Hybrid Conference

9.30 | 10.00  
Invited Lecture  
*Selecting the Selectors: New Criteria for Evolving Organizational Landscapes*  
Alessandro De Carlo  
Department of Clinical and Experimental Medicine, University of Messina, Italy

10.00 | 10.30  
Invited Lecture  
*Calling and Well-being: A Network Analysis on the Calling and Vocation Questionnaire*  
Andrea Svicher & Annamaria Di Fabio  
Department of Education, Languages, Intercultures, Literatures and Psychology (Psychology Section), University of Florence, Italy

10.30 | 11.00  
Coffee Break

11.00 | 11.30  
Invited Lecture  
*Selection and Assessment: Meta-Analyses at a Glance*  
Letizia Palazzeschi & Annamaria Di Fabio  
Department of Education, Languages, Intercultures, Literatures and Psychology (Psychology Section), University of Florence, Italy

11.30 | 12.00  
Invited Lecture  
*Psychology of Sustainability and Human-Centricity in Industry 5.0: Harnessing Technologies for Inclusive and Resilient Workplaces*  
Patrik Pluchino  
Department of General Psychology and Human Inspired Technology (HIT) Research Centre, University of Padua, Italy

12.00 | 12.30  
Discussion

12.30 | 13.00  
*Preliminary Conclusions*  
José María Peiró, Maureen E. Kenny, Annamaria Di Fabio  
IDOCAL Research Institute, University of Valencia, Valencia, Spain  
Boston College, USA  
University of Florence, Italy

13.00 | 15.00  
Lunch Break

15.00 | 17.00  
Round Table  
Chairs: Luca Tamassia & Annamaria Di Fabio  
*Public Work Reform: From the Redesign of Role Profiles to Tools for Assessing Skills and Attitudes. Dispositions and Experiences. The Evolution of The Regulatory Framework.*  
Bruno Angelini (Expert in Programming and Evaluation Systems, Member of Evaluation Bodies)  
Caterina Navach (Public Administration Manager, Member of Evaluation Bodies)  
Angelo Savazzi (Expert in Planning and Evaluation Systems, Member of Evaluation Bodies)  
Luca Tamassia (Expert in Public Work and Evaluation Systems, Member of Evaluation Bodies)  
Giampaolo Teodori (Formez Executive and Expert in Competitive and Evaluative Procedures)

17.00 | 19.00  
Round Table  
Chairs: Annamaria Di Fabio & Gaetano Viciconte  
*Personnel Selection as an Element of Quality and Well-being in the Construction of Decent Work and Decent Lives*  
Stefano Iaria (Lawyer, Court of Florence, Law Office Lessona, Florence, Italy)  
Elena Lacquaniti (Director of the Human Resources System Department, ESTAR, Tuscany Region, Italy)  
Maria Paola Monaco (Professor of Labor Law, University of Florence, Italy)  
Pasquale Monea (General Secretary of the Metropolitan City of Florence, Italy)  
Cristina Moschini (Lawyer, Court of Florence, Italy)  
Gaetano Viciconte (Lawyer, Court of Florence, Italy)

19.00 | 19.15  
*Final Reflection and Conclusion*  
José María Peiró, Maureen E. Kenny, Annamaria Di Fabio  
IDOCAL Research Institute, University of Valencia, Valencia, Spain  
Boston College, USA  
University of Florence, Italy

### Scientific Committee

Annamaria Di Fabio (President)  
(University of Florence, Italy)

Dina Guglielmi  
(University of Bologna, Italy)

Maureen E. Kenny  
(Boston College, USA)

José María Peiró  
(IDOCAL, University of Valencia, Spain)

