

Curriculum Vitae

First name	Dominika
Last name	Dej
Date of birth	26.11.1979
Address	Technische Universität Dresden Dresden 01062
Telephone number	+ 49 (0) 351 463 39490
E-Mail	dominikadej@psychologie.tu-dresden.de

Education & Training

10.2007 – 05.2011

PhD. (Dr.rer.nat.)

Department of Work and Organizational
Psychology, TU Dresden

Thesis title:

“Exploring Entrepreneurs' Health and Success
from a Work Psychology Perspective: The
Development and First Validation of a New
Instrument”

Final grade: summa cum laude (distinction)

09.2006 - 09.2008

Certified Trainer

Psychological Centre Leipzig GbR
Train-the-Trainer Program in Social Skills and
Communication

09.1998 - 06.2003

Master in Psychology

Silesian University, Katowice, Poland

Thesis title:

Perception of depletion in one's own life-situation
and its impact on economic behaviors of the
unemployed

Final grade: excellent

Work Experience

February/ March 2013

**visiting researcher at University of Sheffield,
UK, Department of Work Psychology**

Since 2003

**Department of Work and Organizational
Psychology, TU Dresden**

Since 04.2007

- Researcher and lecturer

- Erasmus coordinator at Department of Work and
Organizational Psychology

01.2006 – 04.2007

- Research assistant

08.2003 – 12.2005

- Member of research project on entrepreneurship in Bulgaria, Czech Republic, Germany and Poland, financed by Federal Ministry of Education and Research (BMBF)

Teaching Experience (German/ English/ Polish)

Subjects

- Work and Organizational Psychology
- Personnel Psychology
- Job Analyses and Job Design
- Entrepreneurship
- Intercultural Psychology
- Rhetoric and Presentation
- Social and Personal Competencies

Supervision of master theses

- Psychology
- Business

Cooperation partners

- University of Sheffield
- Anhalt University of Applied Science
- Career Service
- Chemnitz University of Technology
- Philipps- University Marburg
- Prague School of Economics
- Silesian University Katowice
- UNED Madrid
- Volkswagen Training Institute GmbH.
- AG Planeta-Bogenoffset Koenig & Bauer
- Lufthansa
- The Transparent VW Factory Dresden
- Vandemoortele
- PRETTL

Consulting Experience

Owner-partner in *managing-cultures* GbR.
www.managing-cultures.de

Training and coaching

- Intercultural competencies
- Country specific training (Poland, Russia, Czech Republic)

Networks

INPERE (The International Network of Psychology of Entrepreneurship and Education, www.inpere.org)
EAWOP (European Association of Work and Organizational Psychology)
AOM (Academy of Management)

Social engagement

east-west platform [www.ost-west-forum.de]

German-Polish Society [Deutsch-Polnische Gesellschaft e.V.]

Awards

Werner-Straub-Award for excellent performance in the PhD.
nomination for Commerzbank Award 2013

Scholarships

- 02/03 2013 **Erasmus Staff Mobility** Travel to University of Sheffield, UK
- 07/2010 **Friends & Supporters of the Dresden University of Technology** Travel grant for attending the International Congress of Applied Psychology (ICAP) Melbourne, Australia
- 09/2011 **Friends & Supporters of the Dresden University of Technology** Travel grant for attending the Section Work, Organizational, and Business Psychology, Rostock, Germany
- 05/ 2010, 04/2011 **Erasmus Staff Mobility** Travel to Silesian University, Katowice, Poland
- 06/2011 **Erasmus Staff Mobility** Travel to UNED Madrid, Spain

Grants

- Ongoing **European Union Erasmus Intensive Program ‘Psychology of Entrepreneurship, toward policy relevant entrepreneurship research from a psychological perspective’** (joint-applicant Dr. Marjan Gorgievski, Erasmus University, The Netherlands), Volume 25.686€
- 2010 – 2011 **European Union Erasmus Intensive Program ‘Psychology of Entrepreneurship Research and Education’** (joint-applicant Dr. Martin Lukes, University of Economics Prague, Czech Republic), Volume 46,550€
- 2006 – 2009 **European Union Erasmus Intensive Program ‘Psychology of Entrepreneurship Research and Education’** (joint-applicant Dr. J.A. Moriano Leon, UNED, Spain), Volume 78,000€
- 2003 – 2006 **German Academic Exchange Service (DAAD)** Project related personnel exchange with University of Katowice, **Poland** (joint applicant Prof. P.G. Richter), Volume 27,000€

Reviews

- Academy of Management Annual Meeting
- British Journal of Management
- Creativity and Leisure: An Intercultural and Cross-disciplinary Journal
- European Journal of Work and Organizational Psychology

- Journal of Occupational and Organizational Psychology
- Management Learning

Publications

- Dej, D. (2013). Leisure- a new avenue to uncover human creativity. *Creativity and Leisure: An Intercultural and Cross-disciplinary Journal*, 1(2), 155-156.
- Dej, D., Shemla, M., & Wegge, J. (2013). Entrepreneurs' creativity and innovation: a key to performance. In A.-G. Tan (Ed.), *Creativity and talent development*. Berlin: Springer.
- Shemla, M., Dej, D., & Wegge, J. (2013). Creating an innovative team: The promise of team diversity. In A.-G. Tan (Ed.), *Creativity and talent development*. Berlin: Springer.
- Dej, D., & Stephan, U. (2011). Jak przedsiębiorcy definiują sukces? Walidacja skali do badania subiektywnego sukcesu przedsiębiorców [How do entrepreneurs define success. Validation of a scale to measure subjective entrepreneurial success]. In: A. Strzalecki & A. Lizurej (Eds.). *Innowacyjna Przedsiębiorczość*. Warszawa: Academica.
- Dej, D. (2010). Defining and measuring entrepreneurial success. In: M. Lukes & M. Laguna. *Entrepreneurship: A Psychological Approach* (pp. 89-102). Prague: Oeconomica.
- Dej, D., & Stephan, U. (2010). Arbeitsmerkmale, Führungsverhalten und Gesundheit von Mitarbeitern in KMU. In R. Trimpop, G. Gericke, & J. Lau (Hrsg.), *Psychologie der Arbeitssicherheit und Gesundheit* (S. 117-120). Kröning: Asanger.
- Dej, D., Sztuba, J., & Stephan, U. (2010). Geschlechtsspezifische Unterschiede in der Bewertung von Unternehmenserfolg. In Berufsverband Deutscher Psychologinnen und Psychologen (Hrsg.), *Psychologische Expertise für Erfolgreiches Unternehmertum in Deutschland* (S. 47-56). Berlin: Deutscher Psychologen Verlag.
- Dej, D. (2008). The nature of entrepreneurial motivation. In J.A. M. León, M. Gorgievski, & M. Lukes (Eds.), *Teaching Psychology of Entrepreneurship. Perspectives from Six European Countries* (pp. 80-102). Madrid: UNED

- Dej, D., & Shemla, M. (2008). Entrepreneurial profile: personality and competencies. In J.A. M. León, M. Gorgievski, & M. Lukes (Eds.), *Teaching Psychology of Entrepreneurship. Perspectives from Six European Countries* (pp. 103-116). Madrid: UNED.
- Dej, D. (2007). The International Network of Psychology of Entrepreneurship Research and Education. In J.A. M. León & M. Gorgievski (Eds.), *Psychology of Entrepreneurship Research and Education* (pp. 25-32). Madrid: UNED
- Dej, D. (2007). Motivation to become entrepreneur. In J.A. M. León & M. Gorgievski (Eds.), *Psychology of Entrepreneurship Research and Education* (pp. 57-63). Madrid: UNED.
- Dej, D. (2007). Personality and competencies of the entrepreneurs. In J.A. M. León & M. Gorgievski (Eds.), *Psychology of Entrepreneurship Research and Education* (pp. 83-94). Madrid: UNED.
- Stephan, U., Lukeš, M., Dej, D., & Richter, P.G. (2007). Attitudes towards and Perceptions of Entrepreneurs in Central Eastern Europe (Poland, the Czech Republic, East-Germany). In G. Zheng, K. Leung, & J. Adair (Eds.), *Perspectives and Progress in Contemporary Cross-Cultural Psychology* (pp. 173-189). Beijing: China Light Industry Press.
- Dej, D., Voronakova, V., Klus, J., & Lukes, M. (2005). Gesundheit. In U. Stephan & P. G. Richter (Hrsg.), *Erfolgreiche Unternehmen in Deutschland, Polen, Tschechien und Bulgarien: Band 1. Veränderungen der Rahmenbedingungen für Klein- und Mittelständische Unternehmen (KMU) zwischen 2002/2003 und 2004/2005* (S. 93-103). Dresden: TUD Press.
- Stephan, U., Lukes, M., Dej, D., & Richter, P. G. (2005). Werden Unternehmer in Deutschland, Polen und Tschechien gleich wahrgenommen? - Kulturunterschiede im Unternehmerbild. *Wirtschaftspsychologie*, 7, 99-108.

Submitted & under review

Stephan, U., Macdonald, I., Lukes, M., Dej, D. *Cultural Norms Supporting Entrepreneurship: The Culture of Entrepreneurship (C-ENT) Scale.*

Stephan, U., Dej, D., Gorgievski, M., & Strauss, K. *Job Design in Context: Effects of CEO-Entrepreneur Personal Initiative on Employee-Perceived Job Characteristics.*

Dej, D., Stephan, U. & Gorgievski, M.J. *Subjective Entrepreneurial Success – Development of a Multi dimensional Measure.*

In Preparation

Dej, D., Augustin, A., Stephan, U. *Longitudinal effects of work characteristics on entrepreneurs' health and success.* (Data collection and analyses completed).

Dej, D., Stephan, U., Gorgievski, M. J., & Wegge, J. *Development and validation of subjective entrepreneurial success scale (SESS).* (Data collection and analyses completed).

Dej, D., Stephan, U., & Gorgievski, M. J. *What happens when you can design your own job? The Job-Demand-Control-Support Model in entrepreneurs.* (Data collection and analyses completed).

Conferences (since 2006)

Costa, S. F., Dej, D., & Caetano, A. (2013, Mai). *Entrepreneurship at higher education – Can Entrepreneurship be learned as a set of competencies?* Poster presented at the 16th Congress of the European Association of Work and Organizational Psychology, Münster, Germany.

Stephan, U., Macdonald, I., Lukes, M., Dej, D. (2013, Mai). *Cultural Norms Supporting Entrepreneurship: The Culture of Entrepreneurship (C-ENT) Scale.* Paper presented at 40th AIB-UKI conference, Aston, UK.

Dej, D. & Gorgievski, M. (2012, August). *Subjective entrepreneurial success - Development of a multi dimensional measurement instrument.* Paper presented at the meeting of the Academy of Management, Boston, MA.

Dej, D., Jungmann, F. & Wegge, J. (2012, June). *Entrepreneurs vs. employees job characteristics, their effects on well being and career continuance intentions.* In U. Stephan (Chair), *Advances into the psychology of entrepreneurship part II: Work, wellbeing and performance.* Symposium conducted at the IWP Conference 2012, Sheffield, UK.

- Dej, D., Zaba, M., Shemla, M. & Stephan, U. (2012, June). *Psychological job demands and psychological health: A multi-level study*. Paper presented at the EAWOP Small Group Meeting Advances in the Psychology of Entrepreneurship, Sheffield, UK.
- Dej, D., Stephan, U., & Gorgievski, M. (2012, July). *Work characteristics' effects on entrepreneurs' health and success*. Paper presented at 30th International Congress of Psychology, Cape Town, South Africa.
- Dej, D., Porzelt, S. & Behrnd, V. (2012, July). *Intercultural competence as a resource for employees of international companies*. Presentation at the 30th International Congress of Psychology, Cape Town, South Africa.
- Dej, D., Stephan, U., Czernek, M., & Paruzel, M. (2010, July). *Do the importance and the achievement of entrepreneurial success criteria vary across cultures and genders?* Paper presented at the 27th International Congress of Applied Psychology, Melbourne, Australia.
- Dej, D., Gorgievski, M., & Wegge, J. (2010, July). *Entrepreneurial success is multidimensional: Development and validation of subjective success scale*. Paper presented at the 27th international congress of applied psychology (ICAP), Melbourne, Australia.
- Dej, D., & Stephan, U. (2010, September). *Gender Specific Differences in Perception of Entrepreneurial Success*. Paper presented at the 47. Kongress der Deutschen Gesellschaft für Psychologie, Bremen, Germany.
- Dej, D., & Stephan, U. (2010, Mai). *Arbeitsmerkmale, Führungsverhalten und Gesundheit von Mitarbeitern in KMU*, 16. Workshop „Psychologie der Arbeitssicherheit und Gesundheit“, Dresden, IAG, Deutschland.
- Dej, D., Gorgievski, M., Augustin, A., & Wegge, J. (2009, May). *Entrepreneurial success as defined by entrepreneurs: Development of a measurement instrument*. Paper presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.

- Grau, A., Dej, D., & Stephan. (2009, May). *Has networking an effect on subjective and/or objective success of entrepreneurs?* Paper presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.
- Dej, D., Stephan, U., & Richter, P. G. (2008, July). The relationships between entrepreneurs' well-being and personal as well as workplace resources. In M. Gorgievski (Chair), *Psychology of entrepreneurship - current research and trends: Personal resources and entrepreneurial success*. Symposium conducted at the meeting of the 29th International Congress of Psychology, Berlin, Germany.
- Dej, D., Stephan, U., & Richter, P. G. (2007, August). *Entrepreneurs' definition of success and its relation to objective and subjective performance criteria*. Poster session presented at the 13th European Conference on Developmental Psychology, Jena, Germany.
- Dej, D., Stephan, U., Lukes, M. & Richter, P. G. (2006, September). Entrepreneurs' health in three European countries and two branches. In P.G. Richter (Chair), *Successful Entrepreneurs in Middle and Eastern Europe*. Symposium conducted at the meeting of First International Congress Entrepreneurship in united Europe- challenges and opportunities, Sunny Beach, Bulgaria.
- Dej, D., Stephan,U., & Lukes,M. (2006, July). The psychology of the transition process and entrepreneurship in the Central Eastern Europe. In D. Dej (Chair), *The value of applying psychological perspectives to Entrepreneurship*. Symposium conducted at the meeting of the 26th International Congress of Applied Psychology, Athens, Greece.
- Dej, D., Stephan, U., Lukes, M., Tzvetkov, H. (2006, July). *Motivation of being an entrepreneur versus its challenges – a comparison of entrepreneurs and non-entrepreneurs from Poland, the Czech Republic, Bulgaria and Germany*. Poster session presented at the 26th International Congress of Applied Psychology, Athens, Greece.