
CONTACT INFORMATION

Oluf Gøtzsche-Astrup

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PUBLICATIONS

2026

33. Gøtzsche-Astrup, J., & Gøtzsche-Astrup, O.. (2026). Democracy From Within: A Democratic Cultural Schema in the US Public. *The British Journal of Sociology*. 1–14. <https://doi.org/10.1111/1468-4446.70148>.

32. Jakobsen, M.L., Gregersen, D.S., Gøtzsche-Astrup, O., & Nielsen, H.Ø. (2025). Internal climate leadership in municipal organizations. How paradoxical and transformational leadership of higher-level management shape climate leadership of lower-level managers. *Environmental Politics*, 1–21. <https://doi-org.ez.statsbiblioteket.dk/10.1080/09644016.2025.2520659>

2025

31. Gøtzsche-Astrup, O., & Lindekilde, L. (2025). The Impact of Policy (II) Legitimacy on Interagency Collaboration and Trust: Differential Impact on CVE Professionals in Denmark. *Terrorism & Political Violence*, 1-14. DOI: <https://doi.org/10.1080/09546553.2025.2544632>

30. Gøtzsche-Astrup, O. & Lindekilde, L. (2025). ”Mellan oro och samarbete” – medborgares villighet att anmäla oro och multiaktörsamarbete i CVE-insatser i Norden. Pp. 243-259 in Mattson, C. Malmros, R.A. & Johansson, T. *Den Levda Demokratins Utmaningar*. Bokförlaget Korpen: Gothenburg.

29. Gøtzsche-Astrup, O., Jakobsen, M.L., & Kingo, O.S. (2025). Ledelsessamtaler i praksis – den nærværende samtale. In Salomonsen, H. (ed.) *Offentlig ledelse og kommunikation*. Djøf Forlag. ISBN: 9788757461466

28. Gøtzsche-Astrup, O. (2025). Personlighedstræk. In Ebbrecht, C., & Jensen, M.T. (ed.) *Radikalisering og ekstremisme*. Systime. ISBN: 9788743328322

27. Gøtzsche-Astrup, O. (2025). Autoritarianisme og social dominansorientering. In Ebbrecht, C., & Jensen, M.T. (ed.) *Radikalisering og ekstremisme*. Systime. ISBN: 9788743328322

26. Gøtzsche-Astrup, O., & Gøtzsche-Astrup, J. (2025). Stability and Volatility in Cultural Models of Contention. *Social Forces*, 103(3), 1087-1106. DOI: 10.1093/sf/soae134

2024

25. Gøtzsche-Astrup, O. & Hogg, M.A. (2024). *Psychology of Authoritarianism*. In Wolf, M.A. (ed.) *The Oxford Handbook of Authoritarian Politics*. Oxford University Press.
<https://doi.org/10.1093/oxfordhb/9780198871996.001.0001>

24. Gøtzsche-Astrup, O. & Michael Hogg (2023). Let the People's Will Prevail: Self-Uncertainty and Authoritarianism Predict Support for Populism. *Group Processes & Intergroup Relations*, 27 (6), 1211-1232. DOI: 10.1177/13684302231211291

2023

23. Anna-Maria Fjellman, Lasse Lindekilde & Oluf Gøtzsche-Astrup (2023). Nordic urban geographies of countering violent extremism. *Behavioral Sciences of Terrorism and Political Aggression*. DOI: 10.1080/19434472.2023.2261999

22. Ane-Kathrine Lundberg Hansen, Oluf Gøtzsche-Astrup, Line Bjørnskov Pedersen, Ulrich Thy Jensen & Christian Bøtcher Jacobsen (2023). Leadership career preferences and personality among public service professionals: Results of a discrete choice experiment among junior doctors. *Journal of Behavioral Public Administration*, 6, 1-21. DOI: 10.30636/jbpa.61.313

21. Oluf Gøtzsche-Astrup, Lasse Lindekilde et al. (2023). Trust in interagency collaboration: The role of institutional logics and hybrid professionals. *Journal of Professions and Organization*. DOI: 10.1093/jpo/joac022

20. Johan Gøtzsche-Astrup & Oluf Gøtzsche-Astrup (2023). Schemas of contention: How do the public interpret the repertoire of contention? *Sociology*, 57 (3), 586-605. DOI: 10.1177/00380385221109698.

19. Oluf Gøtzsche-Astrup, Lasse Lindekilde & Anna-Maria Fjellman (2022). Perceived legitimacy of CVE Policies and the Willingness to Report Concerns of Radicalization to Authorities in the Nordic Countries. *Terrorism & Political Violence*, 35 (3), 712-728. DOI: 10.1080/09546553.2021.1972977

2022

18. Oluf Gøtzsche-Astrup, Bjarke Overgaard & Lasse Lindekilde (2022). Vulnerable and dominant: Bright and dark side personality traits and values of individuals in organized crime in Denmark. *Scandinavian Journal of Psychology*. DOI: 10.1111/sjop.12831

17. Oluf Gøtzsche-Astrup, Morten Brænder & Vilhelm S. Holsting (2022). Network or hierarchy? Personality profiles of future military leaders. *Nordic Psychology*. DOI: 10.1080/19012276.2021.1945947

2021

16. Oluf Gøtzsche-Astrup & Troels Gottlieb (2021). Sygdom og trivsel: betydningen af personaleforandringer og offentlige lederes personlighed for hospitalsansattes sygefravær, jobtilfredshed og ledelsestilfredshed. *Politica*, 53(4), 404-428.

15. Oluf Gøtzsche-Astrup (2021). Pathways to violence: do uncertainty and dark world perceptions increase intentions to engage in political violence?. *Behavioral Sciences of Terrorism and Political Aggression*, 13(2), 142-159.

14. Oluf Gøtzsche-Astrup (2021). Dark triad, partisanship and violent intentions in the United States. *Personality and Individual Differences* 173, DOI: 10.1016/j.paid.2021.110633

13. Michael A. Hogg & Oluf Gøtzsche-Astrup (2021). Self-uncertainty and populism: Why we endorse populist ideologies, identify with populist groups, and support populist leaders. In J. P. Forgas, W. D. Crano, & K. Fiedler (Eds.), *The psychology of populism*. New York: Routledge.

12. David John Parker, Oluf Gøtzsche-Astrup & Lasse Lindekilde (2021). Recognising and Responding to Radicalisation at the “Frontline”: Assessing the capability of school teachers to recognise and respond to radicalization. *British Educational Research Journal*, 47(3), 634-653.

2020

11. Oluf Gøtzsche-Astrup, Kees van den Bos & Michael A. Hogg (2020). Radicalization and Violent Extremism: Perspectives from Research on Group Processes and Intergroup Relations. *Group Processes & Intergroup Relations*, 23(8), 1127-1136.

10. Troels Gottlieb & Oluf Gøtzsche-Astrup (2020). Personality and work-related outcomes through the prism of socioanalytic theory: A review of meta-analyses. *Nordic Psychology*, 72(4), 346-362.

2019

9. Troels Gottlieb & Oluf Gøtzsche-Astrup (2019). The predictive validity of charge nurse personality on objective and subjective performance of subordinates. *Journal of Nursing Management*, 27(2), 388-395.

8. Oluf Gøtzsche-Astrup & Lasse Lindekilde (2019). Either or? Reconciling findings on mental health and extremism using a dimensional rather than categorical paradigm. *Journal of Forensic Sciences*. 64(4), 982-988.

7. Oluf Gøtzsche-Astrup (2019). Personality moderates the relationship between uncertainty and political violence: Evidence from two large U.S. samples. *Personality and Individual Differences*, 139, 1, 102-109.

6. Anna Vedel, Oluf Gøtzsche-Astrup, & Peter Holm (2019). The Danish IPIP-NEO-120: A free, validated five-factor measure of personality. *Nordic Psychology*, 71 (1), 62-77.

2018

5. Oluf Gøtzsche-Astrup (2018). The bright and dark sides of talent at work: A study of the personalities of talent-development-program participants. *Consulting Psychology Journal: Practice and Research*, 70 (2), 167-181.
4. Oluf Gøtzsche-Astrup (2018). The time for causal designs: Review and evaluation of empirical support for mechanisms of political radicalisation. *Aggression and Violent Behavior*, 39, 90-99.

2016

3. Oluf Gøtzsche-Astrup & Andrew Moskowitz (2016). Personality disorders and the DSM-5: Scientific and extra-scientific factors in the maintenance of the status quo. *Australian & New Zealand Journal of Psychiatry*, 50(2), 119-127.
2. Oluf Gøtzsche-Astrup, Joan Jakobsen & Adrian Furnham (2016). The higher you climb: Dark side personality and job level. *Scandinavian Journal of Psychology*, 57(6), 535-541.

2015

1. Oluf Gøtzsche-Astrup & Adrian Furnham (2015). The relationship between bright- and dark-side personality traits. *Personality and Individual Differences*, 87, 206-211.

OTHER ACADEMIC SERVICE AND PUBLICATIONS

Consulting Editor for *Psychology of Violence* 2024-2026.

Noer, C., Gøtzsche-Astrup, O., Lindekilde, L., Fjellman, A.M., Bjørge, T., Solhjell, R., Haugstvedt, H., Carlsson, Y., Sivenbring, J., Andersson Malmros, R., Kangasniemi, M., Moilanen, T., Kallio, H., Magnæs, I., Wilchen Christensen, T., Mattsson, C. (2022). *Public Perceptions of CVE Policies and Attitudes Towards Reporting*. Research report published by the Danish National Center for Prevention of Extremism.

Parker, David, Lindekilde, Lasse, & Oluf Gøtzsche-Astrup (2021). Danske og britiske læreres reaktioner på radikaliseringsholdninger og indberetningshensigter (2021). Research report for the Danish National Center for Countering Extremism. Retreivable at <https://stopekstremisme.dk/ekstremisme/videnspublikationer/lareres-reaktioner-pa-radikalisering>

Oluf Gøtzsche-Astrup (2019). *Situation and Disposition. Who radicalizes and how?* PhD Dissertation. Aarhus: Politica.

Lead guest editor for special issue “Radicalization and Violent Extremism” of the journal *Group Processes and Intergroup Relations*. With Michael Hogg and Kees van den Bos.

Reviewer for the Journal for the Norwegian Psychological Association, Public Administration Review, International Public Management Journal, Social Forces, Political Psychology, European Journal for Security Research, Terrorism & Political Violence, International Journal of Conflict and Violence, European Journal of Work and Organizational Psychology, Psychiatry Research, Behavioral Sciences of Terrorism and Political Aggression, Central European Journal of International and Security Studies, Psychology of Violence.

External examiner, University of Oslo, 2020.

Chair of recurring workshop on research on political psychology and behavior, Department of Political Science, Aarhus University, 2017-2019.

Preface, with Joan Jakobsen, to Danish edition of Warren Kennaught (2017). *Det gode match* [Fit]. København: Dansk Psykologisk Forlag

TEACHING

2026- Aarhus University, Department of Psychology, Master's thesis supervisor.

2026 Aarhus University, Department of Psychology, Development of Personal Leadership (Udvikling af Personlig Ledelse), FMOL

2025-2026 Aarhus University, Department of Psychology, Work and Organizational Psychology Lectures at BA and MA levels

2025-: FMOL Master's thesis supervisor.

2025 Aarhus University, Department of Psychology, Sustainable Leadership (Bæredygtig Ledelse), FMOL (Flexible Master of Public Leadership).

2024-current Aarhus University, Department of Psychology, Test- og Undersøgelsesmetode, Erhvervsrettet testning, november

2024 Aarhus University, Department of Psychology, Sustainable Leadership (Bæredygtig Ledelse), FMOL (Flexible Master of Public Leadership).

2020-2023 Aarhus University, Department of Psychology. Secondary doctoral adviser for PhD candidate Christopher Ebbrecht.

2022 Aarhus University, Department of Political Science. Bachelor assignment seminar. Public leadership in a psychological perspective.

2019, 2020, 2021 Aarhus University, Department of Political Science. Lecturer and coordinator in BA core course Political Sociology.

2021 Aarhus University, Department of Political Science. MA methods course in mixed methods.

2021 Aarhus University, Department of Political Science. Bachelor assignment seminar. Public leadership in a psychological perspective.

2020 Guest lecturer, CBS and Copenhagen University Master of Public Governance.

2018 Aarhus University, Department of Political Science. MA course. The Political Psychology of Illegal and Violent Political Protest: Research Methods and Applications.

2017 Aarhus University, Department of Political Science, BA teaching assistant. Political Sociology.

2012 Aarhus University, Department of Political Science, BA teaching assistant. Political Sociology.

RESEARCH FUNDING AND GRANTS (TOTAL: 4,058,093 DKK)

2025 Aarhus University Research Foundation: AUFF NOVA: A new psychology of authoritarianism: 720,000 DKK.

2024 Independent Research Fund Denmark: Research Project 1: The Fight For the Climate: Climate Activism and Radicalism: 3,023,093 DKK (430,000 USD)

2023 Aarhus University Department of Political Science Seed Grant: 30,000 DKK (4,500 USD)

2022 Aarhus University Department of Political Science Seed Grant: 5,000 DKK (850 USD).

2021 Aarhus University Department of Political Science Seed Grant: 45,000 DKK (7,250 USD). With Johan Gøtzsche-Astrup, Aarhus University, Aarhus Denmark.

2020 Aarhus University Department of Political Science Seed Grant: 35,000 DKK (5,500 USD). With Johan Gøtzsche-Astrup, Aarhus University, Aarhus, Denmark.

2019 Aarhus University Department of Political Science Seed Grant: 30,000 DKK (4,500 USD). With Johan Gøtzsche-Astrup, Aarhus University, Aarhus, Denmark.

2018 Aarhus University Research Foundation Seed Grant: 30,000 DKK (4,500 USD). With Michael Hogg, Claremont Graduate University, CA, US.

2018 Augustinus Foundation: 17,000 DKK (2,550 USD)

2018 Royal Danish Academy of Sciences: 15,000 DKK (2,250 USD)

2018 Knud Højgaard Foundation: 13,000 DKK (1,950 USD)

2017 Aarhus University Seed Grant: 45,000 DKK. (6,750 USD)

2017 Aarhus University Research Foundation Seed Grant: 50,000 DKK (7,500 USD)

PRESENTATIONS, INVITED TALKS AND DISSEMINATION

Nærvær I ledelsessamtaler. Presentation for the Publicly Employed Dentists of Denmark. June 2026.

Nærvær I ledelsessamtaler. Presentation at King Frederik Center for Public Leadership, Aarhus University, May 2026

Nærvær i ledelse. Invited presentation for public leaders at Aarhus Municipality. October 27th, 2025.

Internal city climate leadership: Creating meaning from dilemmas. Blog post at Environmental Politics' blog. With Mads Leth Jakobsen, Helle Ørsted Nielsen and Daniel Skov Gregersen. November 2025.

<https://pure.au.dk/portal/en/publications/internal-city-climate-leadership-creating-meaning-from-dilemmas-b/>

Leder og/eller fagprofessionel? Indsigter fra ny undersøgelse blandt yngre læger. Dissemination of publication #22 on physician pathways to leadership. https://ps.au.dk/cpl/nyheder/visning/artikel/leder-ogeller-fagprofessionel-indsigter-fra-ny-undersogelse-blandt-yngre-laeger?_cldee=BqMerl3l7GVUwU6uV5CVGdx5hNFDUcWNoVx0Lt1-BpY&recipientid=contact-4bf12005d141ea11a812000d3a23c578-fd95e9305d4b4c00bf3dbe49ba1a35b0&esid=2a0d6def-024b-ee11-be6e-6045bd8c59ba . 2023.09.20.

Leaders of leadership teams. Lecture on leadership teams to network of Danish high-school headmasters. Middelfart, September 2023.

The impact of standardized psychological assessment on diversity and performance in public sector organizations: promises and pitfalls. Conference paper presentation. Annual Meeting of the Danish Political Science Association. Nyborg, October 2022.

The impact of policy legitimacy on willingness to engage in interagency collaboration. Conference paper presentation. Transatlantic Dialogue. Roskilde, June 2022.

Participation as researcher in psychological consultancy Garuda's 40 year jubilee movie. Published September 2022 to <https://garuda.dk/nyheder/se-garudas-jubilaumsfilm-i-anledning-af-vores-40-aars-jubilaum/>

Recruitment and personality. Workshop for public managers at the conference *Public Leadership now and in the future* arranged at Aarhus University by Crown Prince Frederik Center for Public Leadership on 2022.05.23.

Nordic Safe Cities. Research presentation for counter violent extremism anchors in Nordic cities. Recorded to <https://www.youtube.com/watch?v=SnX1YGOQlC4&feature=youtu.be> on 2021.11.30.

Ledelse, personlighed og identitet. Talks with Mathilde Cecchini at Folkeuniversitetet in Herning and Aarhus. 2021-11-09 and 2021-11-10.

Partisanship and protest legitimacy perceptions. Conference paper presentation at ECPR General Conference 2021. Held online.

Public Leadership Conference: Research meets practice. Workshop facilitator and presenter at conferences in Aarhus and Copenhagen with public leaders. 2021-05-11 and 2021.05.20.

Safe Cities – Handling Extremism: Nordic Approaches. Online city meeting presenting findings from the HEX-NA research project to politicians and practitioners in 18 Nordic cities in the Safe Cities framework. 2020.12.01

Er Adam på vej ud i noget skidt? Dissemination of research findings on the role of teacher reactions in countering violent extremism. <https://ps.au.dk/cpl/nyheder/visning/artikel/er-adam-paa-vej-ud-i-noget-skidt-ny-forskning-om-laereres-reaktioner-paa-bekymrende-elevadfaerd/> 2020.09.17.

Spørgsmål og svar om personlighed og ledelse. LinkedIn article on frequently asked questions about personality and leadership in the public sector. <https://www.linkedin.com/pulse/sp%C3%B8rgsm%C3%A5l-og-svar-om-personlighed-ledelse-oluf-g%C3%B8tzsche-astrup/> 2020.06.02

Når personligheden er med på arbejde. Dissemination of research findings on the role of personality in leadership, teamwork, and the creation of meaning. <https://ps.au.dk/cpl/nyheder/visning/artikel/naar-personligheden-er-med-paa-arbejde-implikationer-for-ledelse-teamwork-og-meningsskabelse/> 2020.05.14.

Crisis leadership and personality. Webinar hosted by Crown Prince Frederik Center for Public Leadership. <https://youtu.be/IapYSR4DoyU>

Understanding Teacher Attitudes and Intentions towards Reporting Student Radicalisation. Conference paper presentation with Lasse Lindekilde & David Parker. Nordic Conference on Violent Extremism. November 2019, Aarhus, Denmark.

Perceptions of CVE Policies and the Willingness to Report Concerns of Radicalization to Authorities in the Nordic Countries. Conference paper presentation with Anna-Maria Fjellman & Lasse Lindekilde. Nordic Conference on Violent Extremism. November 2019, Aarhus, Denmark.

What makes you so uncertain? Mapping personal uncertainty and its relation to extremism: a mixed-methods cross-country study. Conference paper presentation with Johan Göttsche-Astrup. Nordic Conference on Violent Extremism. November 2019, Aarhus, Denmark.

Is this a protest? A crowd-sourced taxonomy of the repertoire of protest. Conference paper presentation with Johan Göttsche-Astrup. Annual Meeting of the Danish Political Science Association. October 2019, Vejle, Denmark.

Large-n solutions for a small-n issue: Quantitative designs for studying radicalization and extremism. Conference paper presentation. Nordic Conference on Violent Extremism, University of Oslo. November 2018, Oslo, Norway.

Either or? Mental health and extremism. Conference paper presentation with Lasse Lindekilde. Annual Meeting of the Danish Political Science Association. November 2018, Vejle, Denmark.

Personality and nursing. Invited talk at Bispebjerg Hospital Department of Occupational Medicine. August 2018, Copenhagen, Denmark.

Causal pathways in engaging in political violence: results of population representative survey experiments. ECPR General Conference 2018. Universität Hamburg, August 2018, Hamburg, Germany.

The predictive validity of charge nurse personality on objective and subjective performance of subordinates. Conference paper presentation. 7th Organizational Behavior Conference. European School of Management and Technology, Berlin, Germany.

The role of Self-uncertainty and Dark mindset in support for political violence. Invited talk. Radicalization and Violent Extremism: Risk Factors, Causes and Threat Assessment. University of California: Santa Barbara, April 2018, CA, US.

Resorting to violence: A generalized dark mindset mediates the effect of uncertainty on intentions to engage in political violence. Conference paper presentation. Annual Meeting of the Midwest Political Science Association, Chicago, IL, 2018.

IS-krigere i sjældne interviews: Derfor sætter vi livet på spil. Interview with videnskab.dk research dissemination. <https://videnskab.dk/kultur-samfund/is-krigere-i-sjaeldne-interviews-derfor-saetter-vi-livet-paa-spil>

Extremism, identity complexity and political efficacy. Invited talk with Lasse Lindekilde on extremism course for graduate students, February 2018, Claremont Graduate University, CA, US.

Measuring political radicalism and dark mindset. Conference paper presentation with Lasse Lindekilde. Risks, Roots and Consequences – Nordic conference on research on violent extremism, April 26., 2017, Gothenburg, Sweden.

ADDITIONAL TRAINING AND COURSES

2026: Course on Online and Blended Learning.

2026: University pedagogical course for associate and full professors.

2021: University pedagogical course for assistant professors.

2021: Course on online teaching January 14 2020. Facilitated by Anders Valentin Bager, Center for Public Leadership, Aarhus University, Denmark.

2021: 2-year education in leading volunteers and managing volunteer organizations. Organized by The Danish Red Cross Youth.

2020: Workshop on research communication November 23 2020. Facilitated by Anders Valentin Bager, Center for Public Leadership, Aarhus University, Denmark.

2020: Workshop on register research November 2 2020. Facilitated by Mette Grønberg Stennicke, Center for Public Leadership, Aarhus University, Denmark.

2017: Advanced Quantitative Empirical Models (PhD Course at Department of Political Science, Aarhus University)

2017: Advanced Quantitative Political Science II: Causal Inference (10 ECTS course at Department of Political Science, Aarhus University)

2017: Qualitative Interviewing (5 ECTS course at European Consortium for Political Research 2017 Winter School).

2017: Social science research as a craft (10 ECTS course at Department of Political Science, Aarhus University)

2016: Advanced Quantitative Political Science I (10 ECTS course at Department of Political Science, Aarhus University)

SOFTWARE

STATA, SPSS, E-PRIME 2, QUALTRICS, Z-TREE, R

POSITIONS

2024-current	Associate Professor , Department of Psychology, Aarhus University
2019-2024	Assistant Professor , Department of Political Science and Crown Prince Frederik Center for Public Leadership, Aarhus University Includes three periods totalling 12 months of parental leave in 2019, 2023 and 2025.
2016-2019	PhD Student , Department of Political Science, Denmark

2018	Claremont Graduate University , US, visiting scholar. Sponsor: Michael Hogg.
2018	University of California: Santa Barbara , US, visiting scholar. Sponsor: Leda Cosmides.
2017-2019	External Lecturer , DIS Study Abroad in Scandinavia.
2020-current	Associated Senior Consultant , Summit Management Consulting
2016-2020	Associated Consultant , A&D Resources Management Consulting
2015-2016	Junior Consultant , A&D Resources Management Consulting

FORMAL EDUCATION

2016-2019	Aarhus University , Denmark, PhD from the Department of Political Science Project: Situation and disposition: who radicalizes and how?
2014-2016	Aarhus University , Denmark, Master of Science in Psychology Master thesis: Mechanisms of leadership: talent selection processes in a large international sample.
2014-2015	University College London , UK, Master of Science in Social Cognition, <i>Distinction</i> Dissertation: Inflexible management: Leadership derailment tendencies at different levels of leadership.
2012-2014	Aarhus University , Denmark, Bachelor of Science in Psychology Bachelor thesis: Dimensional models of personality and their relation to personality psychopathology.
2009-2012	Aarhus University , Denmark, Bachelor of Science, Political Science Bachelor thesis: Cultural perspectives and human costs of war: Iraq as case study.

VOLUNTEER WORK

Leader, Youth Red Cross summer camp for underprivileged children. 2019-current

Volunteer, Youth Red Cross summer camp for underprivileged children. 2011-2019.

Project Leader, Projekt Frirum, Youth Psychiatric Hospital, Central Denmark Region. 2013-2014.

Project Leader, Red Cross Youth project Spilopperne. Project manager for twenty volunteers at family crisis centre in Aarhus. 2010-2013.