



MICHAEL ANDERSON

Senior Assessment Consultant

I am an innovative Assessment Researcher with over 9 years of experience in the corporate sector, specializing in employee assessment and performance evaluation. My expertise encompasses the development of assessment tools that evaluate competencies, skills, and overall employee performance. I have a strong background in industrial-organizational psychology, which informs my approach to designing assessments that are both reliable and valid.

CONTACT

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- San Francisco, CA

EDUCATION

Master's in Industrial-Organizational Psychology
University of Southern California
2014

SKILLS

- Employee assessment
- Data analysis
- Performance evaluation
- Industrial-organizational psychology
- Workshop facilitation
- Report writing

LANGUAGES

- English
- Spanish
- French

WORK EXPERIENCE

Senior Assessment Consultant 2020-2023

Corporate Solutions Group

- Designed and implemented employee assessment tools to evaluate skills and competencies.
- Conducted data analysis to interpret assessment results and identify training needs.
- Collaborated with HR to align assessments with organizational performance goals.
- Facilitated workshops on assessment best practices for management teams.
- Monitored and evaluated the effectiveness of assessment programs, leading to a 30% improvement in employee satisfaction.
- Prepared detailed reports for senior leadership, guiding strategic workforce decisions.

Assessment Analyst 2019-2020

Global Enterprises

- Developed assessment frameworks to evaluate employee performance across departments.
- Utilized statistical software (SPSS, Excel) to analyze assessment data and trends.
- Worked with cross-functional teams to ensure assessments were fair and effective.
- Conducted training sessions for managers on how to interpret assessment results.
- Presented findings to stakeholders, influencing policy changes in employee development.
- Contributed to annual reports on employee performance metrics for executive review.

ACHIEVEMENTS

- Implemented assessment strategies that improved employee retention rates by 20%.
- Published articles on employee assessment methodologies in industry journals.
- Received the Excellence in Assessment Award from the Corporate Sector Association.