MICHAEL ANDERSON

Assessment Designer

MA

CONTACT

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EDUCATION

M.A. in Industrial-Organizational Psychology

University of Workforce Development
2016-2020

SKILLS

- Competency Assessment
- Training Design
- Data Analysis
- Industrial-Organizational Psychology
- HR Collaboration
- Stakeholder Engagement

LANGUAGES

- English
- Spanish
- French

I am an innovative Educational Psychometrics Researcher with over 5 years of experience in the field of corporate training and assessment. My expertise lies in designing assessments that evaluate employee competencies and training effectiveness. I have a solid background in industrial-organizational psychology, which allows me to create valid and reliable assessments that align with organizational goals.

💼 WORK EXPERIENCE

Assessment Designer   2020-2023

Corporate Assessment Solutions

- Designed and implemented competency assessments for corporate training programs.
- Collaborated with HR teams to align assessments with organizational objectives.
- Analyzed employee performance data to improve training interventions.
- Utilized statistical software for psychometric analysis.
- Conducted focus groups to gather feedback on assessment effectiveness.
- Presented findings to senior management to inform strategic decisions.

Research Assistant   2019-2020

Performance Analytics Group

- Assisted in the development of assessments for employee performance evaluation.
- Conducted data analyses to support training program effectiveness.
- Collaborated with team members to design surveys for employee feedback.
- Presented data findings to stakeholders to improve training outcomes.
- Engaged with employees to understand their assessment experiences.
- Contributed to the preparation of reports on training effectiveness.

★ ACHIEVEMENTS

- Increased assessment participation rates among employees by 35% through effective communication strategies.
- Received recognition for outstanding contributions to employee training programs.
- Published 3 articles on the role of assessments in corporate training.