



MICHAEL ANDERSON

PSYCHOMETRIC CONSULTANT

CONTACT

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-  San Francisco, CA

SKILLS

- Psychometric Testing
- Employee Selection
- Data Analysis
- Assessment Development
- Factor Analysis
- Talent Management

LANGUAGES

- English
- Spanish
- French

EDUCATION

MASTER OF ARTS IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY, YALE UNIVERSITY, 2012

ACHIEVEMENTS

- Authored a white paper on the impact of psychometric assessments on employee performance.
- Recognized as 'Consultant of the Year' by the HR Consulting Association in 2019.
- Increased assessment accuracy by 18% through innovative test design.

PROFILE

Results-driven Psychometrics Specialist with 10 years of experience in the corporate sector, specializing in employee assessment and talent management. Proven track record in developing psychometric tests that aid in the recruitment and selection process, ensuring alignment with organizational goals. Expertise in using advanced statistical techniques and psychometric software to analyze candidate data, providing insights into their potential job performance.

EXPERIENCE

PSYCHOMETRIC CONSULTANT

Global HR Solutions

2016 - Present

- Designed and implemented comprehensive assessment tools for client recruitment processes.
- Utilized factor analysis to improve the validity of selection tests.
- Provided training sessions for HR professionals on effective assessment practices.
- Analyzed psychometric data to guide talent acquisition strategies.
- Collaborated with leadership to develop competency models for key roles.
- Enhanced client satisfaction scores by 30% through tailored assessment solutions.

SENIOR ASSESSMENT SPECIALIST

Talent Insights LLC

2014 - 2016

- Developed customized psychometric assessments for various industries.
- Implemented data-driven decision-making processes to optimize hiring outcomes.
- Conducted validation studies to ensure the effectiveness of assessment tools.
- Collaborated with IT teams to enhance assessment delivery platforms.
- Monitored assessment implementation to ensure compliance with ethical standards.
- Achieved a 25% reduction in turnover rates through improved selection processes.