



**Nicole Zucker**  
Hogan Coaching Network

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- Leadership Development**
- Management Training**
- Teambuilding Applications**
- Talent Evaluation**
- Executive/Managerial Selection**
- High Volume Selection System Design**
- Competency Modeling**
- Assessment Interpretation & Integration**

**Background**

Nicole is a freelance consultant who focuses the majority of her time interpreting assessment data and helping individuals and organizations maximize their return on investment in the assessment process. Prior to launching her consulting practice, Nicole served as a Hogan consultant for over five years. As a Hogan consultant, Nicole’s responsibilities included assessment interpretation; project design, implementation, and management; training delivery and facilitation; and supporting Hogan’s network of distributors and partners.

Nicole continues to support Hogan and Hogan consultants on a freelance basis as a member of Hogan’s Coaching Network. She also provides consulting services to several consulting firms currently using the Hogan assessments for a variety of purposes. While working in this capacity, Nicole interprets assessment data, provides development-focused feedback, composes integrated and customized reports based on multiple data sources, and serves as a resource for consultants who have interpretation-related questions.

**Professional Experience**

*Freelance Consultant*, 2008 - present  
*Consultant*, Hogan Assessment Systems 2003-2008

**Education**

M.A., Industrial/Organizational Psychology, University of Tulsa  
B.A., Psychology, University of Tulsa, Phi Beta Kappa

**Client Experience**

American Airlines, Bristol-Myers Squibb, Center for Creative Leadership, Eli Lilly, EMC, Hitachi, Kaplan DeVries Inc., Level 3 Communications, MITRE, Nationwide Insurance, Right Management, SIG, St. John’s Regional Medical Center