

## Nicole Zucker

### Coaching Profile



**Nicole Zucker**  
Hogan Coaching Network

#### Background

Nicole has worked in a variety of consulting capacities over the last sixteen years, including a six-year stint as a member of Hogan’s research and consulting teams. While at Hogan, Nicole spent the bulk of her time designing and implementing assessment-based talent management solutions, facilitating Hogan assessment certification workshops, and supporting Hogan’s network of distributors and partners. For the last eleven years, Nicole has been a member of Hogan’s Coaching Network and served as an expert reference and content creator for management consulting firms and organizational clients.

Nicole has extensive experience providing developmental feedback and her written work forms the basis for many consulting firms’ and corporations’ leadership development reports. Trained in Industrial/Organizational Psychology, Nicole enjoys assisting clients with all matters related to psychological assessment, report design, content creation, data integration and interpretation, leadership development, and competency modeling. She strives to help organizations and individuals identify questions worth asking, derive insight and clarity from data, and use realizations as a basis for driving positive change.

#### Professional experience

*Freelance research and consulting services, 2008 - present*

*Researcher and consultant, Hogan Assessments 2003-2008*

#### Education

MA, Industrial/Organizational Psychology – University of Tulsa

BA, Psychology – University of Tulsa, Phi Beta Kappa

#### Client experience

Audible, Banner Health, Bristol-Myers Squibb, Duke Energy, Eli Lilly, EP Energy, Level 3 Communications, Lockheed Martin, Merck, Microsoft, MITRE, Nationwide Insurance, Novo Nordisk, ManpowerGroup Global, St. John’s Regional Medical Center

**Individual assessment and  
development planning**

**Team assessment and  
development planning**

**Leadership development**

**Executive search applications**

**360 feedback**

**Training and facilitation**

**Competency modeling**

**Content creation and  
report design**