



**Coaching Profile**

# Nicole Zucker

▶ **Area of Expertise**

Talent and Workplace Assessment  
Talent Insights and Data Integration  
Professional and Leadership Development  
Assessment-Informed Talent Decision Making  
360 Surveys and Feedback  
Assessment-Based Reporting

▶ **Client Experience**

Audible, Banner Health, Citi, Duke Energy, Equitable, JB Hunt, Lockheed Martin, Merck, Microsoft, Northrop Grumman, Novartis, Novo Nordisk, Petco, RHR International, Shell, Starbucks, Standard Industries

▶ **Background**

Nicole Zucker has held a variety of consulting roles since 2003, including a six-year stint on Hogan’s research and consulting teams. While at Hogan, she focused on designing and implementing assessment-based talent management solutions, facilitating Hogan certification workshops, and supporting Hogan’s network of distributors and partners. A member of the Hogan Coaching Network since 2008, Nicole serves as a strategic partner to organizations, management consulting firms, and fellow assessment practitioners. Drawing on her background in industrial-organizational psychology, she helps clients navigate all aspects of talent and work-related assessments.

Nicole has extensive experience helping individuals and teams understand their Hogan results in a way that is both actionable and developmentally supportive. Her approach is practical and personalized, helping leaders and professionals translate assessment insights into real-world strategies for growth and success. She is committed to creating an open, encouraging, and judgment-free space for reflection and discussion. In addition to providing development-focused feedback and advisory support, her written work serves as the foundation for many consulting firms’ and corporations’ leadership development initiatives.

▶ **Professional Experience**

Talent Insights and Professional Development Services and Support, 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