CLAUDIE COULOMBE

I/O PSYCHOLOGY PRACTITIONER & DATA ANALYTICS

CONTACT

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- 💼 Portfolio
- in linkedin.com/in/claudie-coulombe
- 🌐 French, English

SKILLS

Data Analytics

- Programming & Data Analysis: R, Excel
- Reporting: Quarto, R Markdown
- Visualization: PowerBI
- Statistics: Descriptives, correlations, t-tests, chi-square tests, ANOVA, regression (linear, logistic, multilevel)

Psychometrics

- Reliability: Internal consistency, test-retest, inter-rater
- Construct validity: Convergent, divergent, factor analysis
- Content validity
- Substantive validity
- Criterion validity: Concurrent, predictive
- Bias: Subgroup differences, adverse impact

I/O Psychology

- Personnel Selection: Structured behavioural interviews, situational judgment tests, work samples
- Competency modeling
- Survey development theory and tools (Qualtrics, Jotform)
- Focus group facilitation
- Training and development
- Knowledge translation

EDUCATION

Master of Arts

Industrial/Organizational Psychology

University of Guelph

Research and Statistics Courses:
- Research Methods, Multilevel Modeling, Multivariate Statistics, Research Design & Statistics

·Content Courses:
- Recruitment and Selection, Employee Performance, Social Processes in the Workplace, I/O Psychology, Consulting, Research Seminar

Bachelor of Arts

Honours Psychology

McGill University

- Sociology Minor, Cumulative GPA 4.00

WORK EXPERIENCE

Data Scientist
System-3

Jan 2024 - Present

- Developed algorithms assessing alignment between clients' competency needs and candidates' results, and similarity between candidates and their teams, facilitating data-driven decisions.
- Automated interpretive summary insights, reducing customer success team workload by approximately 5 hours per project and enhancing client value.
- Developed an algorithm to group leaders based on maximizing differences or similarities in competency prioritization within groups, facilitating formation of teams that bring either diverse or aligned perspectives to decision-making.
- Led science training for coaches, equipping them with the tools to support leader development.
- Conducted exploratory analyses on a database of 700+ leaders to uncover competency prioritization trends across industries, position levels, and functions. Extracted actionable insights and authored two articles to enhance market positioning and engage clients.

Research Associate (Data Analytics)
System-3

Oct 2022 - Jan 2024

- Automated workflows, achieving significant time savings (e.g., eliminating 24 hours of work per client; cutting preparation time for debriefs by 80%, reducing presentation development time by 50%).
- Optimized scoring algorithms to minimize manual intervention and human error.
- Enabled data-driven strategic decision-making by developing reports, dashboards, and impact tests.
- Produced analysis reports for 15 major clients, providing insights to inform their strategic decision-making (e.g., bench strength analysis, executive search, talent recruitment, development, etc.).
- Developed and implemented a psychometrics program and psychometric evaluation tool to assess the scientific rigor of assessment tools, facilitating continuous auditing and improvement.
- Managed two contractors in successfully executing data projects within set timelines.
- Created self-development resources to empower leaders in their professional growth.
- Collaborated cross-functionally to create, pilot-test, and embed new data visualizations and insights into products and services, enhancing client satisfaction and retention through greater value add.
- Created technical manuals, infographics, and fact sheets describing the science behind the assessment in varying levels of detail, to be used for internal and external knowledge dissemination.

Research Assistant
Nugget.ai

Aug 2021-Aug 2022

- Led studies evaluating the reliability and validity of a selection tool, enhancing confidence in the precision and accuracy of its results and identifying areas for improvement.
- Automated data cleaning and analysis workflows, improving efficiency and replicability.
- Drafted a manuscript for publication, to enhance company credibility and visibility.
- Created training and onboarding materials, facilitating internal knowledge dissemination

Consultant
Organizational Management Solutions

Sept 2021 – June 2022

Personnel Selection:
- Developed a structured interview guide assessing core soft skills for an IT role based on a job analysis, ensuring a more effective and standardized selection process.

Data Analytics and Psychometrics:
- Led a team in developing an institutional methodology for evaluating hiring tools, providing a structured process for how to assess adverse impact, bias, and fairness.

Knowledge Translation:
- Led a team in creating two practical, science-backed toolkits aimed at promoting employee well-being and work-life balance for a non-profit occupational health organization.
- Researched, developed, and pilot-tested a business case designed to enable graduate students to analyze the impact of leadership styles in the context of organizational change.

Competency Modeling:
- Conducted qualitative thematic analysis on senior leader interview data to develop a leadership competency framework to serve as a practical tool for fostering equity across organizational levels.

Training and Development:
- Led and organized multiple day-long sessions, teaching 45 managers how to effectively conduct structured behavioral interviews via interactive small-group workshops.
- Facilitated interactive workshops to train managers on structured behavioral interview techniques, leading discussions and offering developmental feedback.

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Lab Manager
Sept 2019 – Sept 2020

Lab for Organizational Leadership, Lazaridis Business School

- Planned, designed, and conducted multiple studies exploring topics related to leadership styles, motivation and well-being, and workplace behavior.
- Used various research designs, including Q-sort, cross-sectional, time-lagged, and longitudinal methodologies to ensure comprehensive investigation.
- Developed research ethics board applications and materials, ensuring adherence to ethical guidelines
- Managed data collection across online platforms (Qualtrics, CloudResearch, MTurk), overseeing recruitment, issue resolution, and compensation.
- Created surveys following best practices to minimize attrition rates and enhance data quality.
- Conducted two methodological reviews of the literature on abusive supervision, encompassing 200+ research articles.
- Performed quantitative and qualitative data analysis, developing and implementing a process to enhance reproducibility.
- Used quantitative techniques to validate materials for an intervention study.
- Created training guides for research tools including Qualtrics, MTurk, and CloudResearch, facilitating learning and efficient data collection processes.
- Trained undergraduate and graduate-level research assistants, facilitating their understanding of our research program and methodologies.
- Authored and edited several journal manuscripts, contributing to the dissemination of research findings in academic journals.

Research and Evaluation Assistant
Sept 2019 – Sept 2020

Stella's Place

Led the evaluation of a modified DBT program's impact on young adults' coping skills, resilience, and self-efficacy.

- Reviewed literature and authored an article for publication, disseminating findings to academic audiences.
- Performed quantitative data analysis, uncovering insights to inform program enhancements and add to knowledge on this therapeutic intervention.
- Prepared Stella's Place's annual Research and Evaluation Report, presenting findings and opportunities for program optimization to a lay audience.

Research Assistant
Sept 2019 – Sept 2020

Lockwood Lab, University of Toronto

Contributed to studies investigating the nature and effects of social comparisons.

- Administered procedures to 91 dyads in an experimental study and 100+ participants in a longitudinal study, maintaining adherence to study protocols.
- Conducted thorough literature reviews; cleaned and analyzed data for 950+ survey responses using qualitative techniques.

Junior Evaluation Analyst
Sept 2019 – Sept 2020

Correctional Services Canada

Contributed to an evaluation of chaplaincy services provided in federal correctional institutions in Canada.

- Developed surveys, entered and validated data for 500+ inmate surveys, ensuring accuracy in the dataset.
- Developed a thematic analysis codebook and performed qualitative analyses, unveiling insights into the use and effectiveness of chaplaincy services.

Research Assistant
Sept 2019 – Sept 2020

Lydon Social-Cognitive Psychology Lab, McGill University

- Pogrammed a reaction-time task and developed a self-presentation scale, contributing to methodology innovation.
- Disseminated results by creating and presenting conference posters and authoring two thesis manuscripts.
- Managed participant recruitment, scheduling, and in-lab study administration for 90+ participants, maintaining adherence to research protocols.
- Used quantitative and qualitative techniques to clean and analyze data.

SELECTED PUBLICATIONS & CONFERENCE POSTERS

Please visit Research Gate for full list.

Cole, A., Coulombe, C., Gilbert, C., Hausdorf, P. A., & Power, J., (2024). Rogers communications: A leadership opportunity? In *Sage Business Cases*. SAGE Publications, Ltd., https://doi.org/10.4135/9781071921586

Liang, L. H., Coulombe, C., Skyvington, S., Brown, D. J., Ferris, D. L., & Lian, H. (2022). License to retaliate: Good deeds as a moral license for misdeeds in reaction to abusive supervision. *Human Performance, 35*(2), 94-112. https://doi.org/10.1080/08959285.2022.2032069

Liang, L. H., Coulombe, C., Brown, D. J., Lian, H., Hanig, S., Ferris, D. L., & Keeping, L. M. (2022). Can two wrongs make a right? The buffering effect of retaliation on subordinate well-being following abusive supervision. *Journal of Occupational Health Psychology, 27*(1), 37–52. https://doi.org/10.1037/ocp0000291

Coulombe, C., Liang, L. H., & Brown, D. J. (2021). Third-party reactions to supervisor mistreatment through an identity theory lens. *Canadian Psychology/Psychologie Canadienne, 62*(2), 195–203. https://doi.org/10.1037/cap0000266

Coulombe, C., Rattelade, S., McLaughlin, M., & Choi, J. (2020). A peer-clinician approach to the delivery of dialectical behavior therapy targeted to young adults in a community mental health setting. *Canadian Journal of Community Mental Health, 39*(2), 65-69.

Coulombe, C. & Spence J. *Investigating the "we" in me: Within-person fluctuations in organizational identification.* [Poster]. Submitted to the Canadian Psychological Association 2022 Annual National Convention, Calgary, Canada.

Coulombe, C., Liang, L., Brown, D., & Brunner, L. (2020, July-August). *Introducing humility in leadership: Identifying humble leadership passages for leader prototype interventions.* [Poster]. 81st Canadian Psychological Association Annual National Convention, Montreal, Canada.