

MARISSA POST



Education

University of Central
Florida
M.S.
Industrial/Organizational
Psychology 2019

North Central
College
B.S. Psychology 2017
Concentration in Ethics
GPA: 4.0

Awards

NCC Overall
Outstanding
Senior Student
May
2017

NCC Overall
Outstanding
Psychology Major
May
2017

Award for
Student
Excellence
Finalist
April
2017

Senior thesis nominated on
behalf of North Central
College and selected as
finalist by the New American
Colleges & Universities

Skills

RESEARCH AND DATA ANALYSIS

R
SPSS
Qualtrics
Microsoft Office
Suite
E-Prime

Experience

Kaplan Test Prep
Organizational Development Assistant
Orlando, FL
Sept. 2018 to Current
Evaluate and create developmental action plans based on employee engagement data
Create and iterate on selection tools and practices

Sonos, Inc.
People Analytics Graduate Intern
Boston, MA
May 2018 to Aug. 2018
Lead a cross-functional team in developing and piloting the intern experience survey
Automated data analysis in R to ensure scalability to organization-wide needs
Interpreted findings in a clear and fun way to cross-functional leaders
Analyzed internal and external data and research to inform change management, talent acquisition, and employee engagement

Performance Solutions
Consultant
Orlando, FL
Aug. 2017 to Current
Serve as a graduate consultant within a university-housed consulting firm specializing in performance management, talent acquisition, training and development, and employee engagement
Co-designer of all deliverable materials to clients

Editor's, Inc.
Item Writer and Supplementary Materials Writer
Naperville, IL
June 2016 to Aug. 2017
Wrote test banks and ADA compliant supplementary materials for college-level textbooks
Accuracy-checked all text materials

Aurora Housing Authority
Housing Operations Intern
Aurora, IL
June 2016 to Aug. 2016
Designed application materials assessing optimal criterion for a new AHA program
Launched new selection materials for the Resident Opportunity and Self-Sufficiency program to maximize positive outcomes

Projects and Coursework

Career Readiness Solution, Consultant Coordinator
Aug. 2017 to May 2018
Supervise consultant activities related to assessment, training, communication, and evaluation
Oversee developmental tools that provide feedback to clients regarding career readiness competencies
Serve as liaison between clients and directors of Performance Solutions

Conflict Resolution Test Development
Jan. 2018 to May 2018
Developed and validated a scale designed to assess conflict resolution strategies

Competency Identification and Mapping
Jan. 2018 to March 2018
Serve as Subject Matter Expert in the sorting and rating of competencies for a client's business school program

Job Analysis and Performance Appraisal
Aug. 2017 to Dec. 2017
Designed and executed a full job analysis and performance appraisal for a local Orlando business to improve selection, training, and engagement

Job Motivation and Work Attitudes
Aug. 2017 to Dec. 2017
Completed team consulting simulations to apply motivation theory to solve challenges regarding culture, recruitment, and employee motivation

Presentations

Association for Psychological Science, Boston, MA
May 2017
"Evaluating Employees Following FMLA Leave: Negative Personality and Financial Biases Against LGBT Employees"

National Conference on Undergraduate Research, Cheney, WA
April 2015
"Utilizing Experience Sampling Method to Assess Cognitive and Affective Engagement of Youth Volunteers at a Children's Museum"