


## Nicoline Hermans

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**Languages**

Dutch, English

MERCER | PROFIL M

# I deliver quality

Work and organzational psychologist from the Netherlands with over 20 years experience in assessment, selection psychology, coaching and training.

I believe that in assessments, a positive candidate experience is essential. Only when candidates feel secure, well-prepared and capable, will we obtain a true image of their qualities and development areas. This is in the best interest of candidate, customer and consultant.

When working one-on-one in coaching, I always strive to have a laugh with people, however brief. It lightens the mood and creates a connection. I use exercises from positive and provocative psychology as well as ACT, to increase self-awareness and room for growth.

Throughout my career, I have always kept up-to-date with new developments in my field. I use evidence-based methods and instruments and set a high standard for quality in my work.

## 1 My expertise for you

- Delivery of assessment centers for various roles and organizations, from traineeships to C-level executives. Both in Dutch and in English, for selection and development, on site and remote.
- Delivery of coaching for specialists, managers and entrepreneurs, focused on personal effectivess.
- Development of customized competency-based selection procedures and training of management/HR to work accordingly (including interview skills and observing/rating behaviour).

## 2 Special Skills

- M.Sc. in Work and Organizational Psychology (Vrije Universiteit Amsterdam)
- Social Skills Trainer course (University van Amsterdam)
- Extensive additional training in Cognitive Behavioural Therapy and Coaching Psychology
- Trained and experienced user of psychometrics, e.g. Verify, OPQ, ADEPT-15, Watson-Glaser, Logiks, PAPI.
- Registered CPA Practitioner (Career Path Appreciation, obtained from BIOSS South Africa)

## 3 Selected customers

- Grolsch Breweries
- Asahi Limited
- ASML
- Vattenfall
- Neste
- Heineken
- AkzoNobel
- European Commission
- Nationale Politie

## 4 Selected publications

- Article for Advocatie explaining new developments in the selection of judges and justices in the Netherlands (2025)
- book *Succes met je assessment* (2024) Haystack
- Series of articles for HR Community on the use of assessments for various purposes (2024)