

Resume Evaluation Summary

1. Personality Type Insight (Likely MBTI: INFJ / INTJ)

Why:

- **INFJ** traits are reflected in Jassy's passion for aligning people strategies with business outcomes, focus on cultural transformation, and coaching style.
- **INTJ** traits are apparent in strategic execution, organizational redesign, and performance metric focus.

Key Personality Traits Inferred:

- Visionary and structured thinker
 - Empathetic but goal-driven
 - Confident decision-maker
 - Natural team builder and influencer
 - Loves challenges that require system-level transformation
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2. Leadership Style: Transformational + Strategic

Transformational Leader:

- Focuses on cultural transformation, leadership development, and coaching.
- Motivates teams through shared vision, values, and purpose.
- Leads change through inspiration and alignment.

Strategic Leader:

- Excels in high-level thinking, process optimization, and workforce planning.
 - Uses data and KPIs to make informed, long-range decisions.
 - Works well with executive leadership and global teams.
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3. Roles Jassy is Highly Suited For

Given her diverse and high-impact experience, Jassy would thrive in roles such as:

◆ **Organizational Development Director / VP**

Leads org-wide initiatives in change, development, and engagement.

◆ **Chief People Officer / Head of People & Culture**

Designs and governs people strategy at the highest level.

◆ **Executive Coach / Leadership Development Consultant**

Provides tailored development to senior leaders and managers.

◆ **I/O Psychologist (Internal or External)**

Applies psychological principles to optimize behavior and systems at work.

◆ **Change Management Executive / Culture Transformation Lead**

Leads efforts during M&A, restructuring, or large-scale transformation.

4. Strengths (Clearly Highlighted in the Resume)

✔ **Deep Expertise in I/O Psychology**

- Formal education (M.A. in I/O Psych) + real-world application over 15+ years.

✔ **Change Leadership & Transformation**

- Proven success in embedding values, redesigning systems, and navigating crisis.

✔ **Strategic Thinking with a People Lens**

- Balances KPIs and data with human-centered engagement strategies.

✔ **Leadership Development & Executive Coaching**

- Built programs, trained leaders, and guided high-stakes teams.

✔ **Communication & Facilitation**

- Public speaking, cross-functional collaboration, and international coordination.

✔ **Analytical & Metric-Driven**

- Designs systems that are both evidence-based and scalable.
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5. Potential Weaknesses or Growth Areas

⚠️ Overqualification for Mid-Level Roles

- May be seen as “too senior” for roles that don't require enterprise-wide thinking unless tailored resumes are used for different applications.

⚠️ Limited Industry Diversity

- Most experience is concentrated within tech/innovation sectors (Digital Insight, Tyranno Studios). Could benefit from cross-sector consulting or broader industry exposure.

⚠️ Missing Personal Branding (Optional but Valuable)

- No LinkedIn, website, or portfolio link. Adding these would enhance online visibility and thought leadership positioning.

⚠️ Lack of Specific Results in Recent Roles

- Earlier roles have hard numbers (NPS + Voice of Employee scores), but the most recent VP role could benefit from more quantified impact (e.g., turnover decrease %, engagement uplift, etc.).
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6. Bonus Insights

📌 Executive Presence:

Jassy's writing style and accomplishments suggest an intuitive grasp of organizational dynamics, emotional intelligence, and systems thinking—crucial for boardroom-level influence.

📌 Ideal Work Environment:

- Mission-driven, innovative organizations
- Companies undergoing transformation or scale-up
- Inclusive environments that value diversity, creativity, and strategy

📌 Future Career Path Recommendations:

- Launch a consulting firm or boutique agency in organizational strategy
 - Publish thought leadership in HR/OD journals or speak at conferences
 - Mentor or teach emerging OD professionals
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 **Final Score: 9.5/10**

An outstanding resume for a senior-level I/O Psychology or OD role. With minor adjustments (quantification, industry versatility, and branding), this could serve as a model resume for executive-level organizational professionals.