

## Xiaoqian Wang, Ph.D.

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### Professional History

Xiaoqian (Stella) specializes in executive assessment and leadership development and has extensive experience in developing and evaluating selection, training and performance management systems. She has actively engaged in various applied consulting services both for the government and private sectors during her eight years of graduate studies in the United States. In addition to her expertise in survey development and validation, she also has experience conducting focus groups and interviews with subject matter experts in senior leadership roles. Upon earning her undergraduate degree from Sichuan International Studies University, she continued her graduate studies in industrial/organizational psychology in the United States. She received her Master's Degree from Western Kentucky University and her Ph.D. from the University of Oklahoma. She is a member of the Society for Industrial and Organizational Psychology at American Psychological Association, and Association for Psychological Science. Stella was professionally trained as a Chinese-English bilingual translator and interpreter, and resides in Shanghai.

### Credentials & Professional Associations

- Ph.D. in Industrial/Organizational Psychology, University of Oklahoma, Norman, OK, 2010
- M.A. in Industrial/Organizational Psychology, Western Kentucky University, Bowling Green, KY, 2004
- B.A. in English Translation and Interpretation, Sichuan International Studies University, 2001
- Society for Industrial and Organizational Psychology Association for Psychological Science

### Coaching Approach

- Informed by both behavioral and business insights to facilitate positive changes in leadership behaviors

### Professional Experience

- Research Associate, Center for Applied Social Research, University of Oklahoma, Norman, OK, 2005-2010



### Level / Function Expertise

### Coaching Focus

### Industry & Sector Knowledge

### Representative Clients