



Charles L. Sodikoff, Ph.D.

Executive Advisor

Role: Advisors & Coaches, Experts

Expertise: Assessments, Executive Outplacement

Industry Experience: Financial Services, Professional Services, Insurance, Pharmaceuticals, Manufacturing, Business Services

Certifications: Hogan Personality Assessments, Myers-Briggs Type Indicator (MBTI)

Last Updated: October 1, 2019

BACKGROUND & EXPERIENCE

Charles L. (Chuck) Sodikoff is a Client Advisor with more than four decades of senior-level experience in all phases of hiring and career development. He has partnered with more than 1,000 executives and managers on their job search strategy and implementation, trained and coached executives and managers in their professional development, co-designed and facilitated for ten years one of the most prominent selection interview workshop programs used to train hundreds of human resource professionals and line managers. Chuck is a licensed psychologist who has administered and interpreted hundreds of critical thinking, personality, and emotional intelligence assessments used to inform hiring and career management decisions.

Earlier in his career, Chuck worked for Metropolitan Life Insurance Company, where he directed a 60,000-candidate per year selection program for the field force. Additionally, he has been an Adjunct Professor of Psychology and Business at Long Island University and Hofstra University. Chuck has published articles in the areas of interviewing and employment testing, appeared as a career management expert on television and radio, and been quoted in several news, business, and lifestyle publications.

Chuck's background in psychology and assessment enables him to view his clients' career journey through a unique lens. He helps his clients identify the negative self-talk and any other barriers that may be impeding their search, and he offers practical strategies and tools for moving past obstacles and staying on track. He has turned reluctant networkers into strong advocates and helped clients understand their own communication "language" and how to identify and "speak the language of others" to find the right culture and fit and onboard successfully.

INDUSTRY/BUSINESS SEGMENT EXPERTISE

Professional Services, Insurance, Financial Services, Pharmaceuticals, Manufacturing, Business Services

FUNCTIONAL EXPERTISE

Organizational Psychology, Career Management, Individual and Organizational Assessment, Selection Interviewing

COMPANIES WORKED FOR

Metropolitan Life Insurance, PA Consulting Services (UK based), Drake Beam Morin (DBM)

EDUCATION

Ph.D., Industrial/Organizational Psychology, Wayne State University, Detroit, MI.
M.A. in Psychology from Long Island University
B.A., Psychology, Brooklyn College

CERTIFICATIONS

Licensed Psychologist, New York State

BOARD APPOINTMENTS

Past President of the American Society for Training and Development - Long Island Chapter, Board membership in a number of non-profit and community organizations.

PUBLICATIONS

Professional and industry media publications, including articles on interviewing, selection testing and assessment, and questionnaires on entrepreneurship and readiness for buying a business. Sample assessment reports included in *Mental Health and Productivity in the Workplace: A Handbook for Organizations and Clinicians*. Quoted in *New York Magazine*, *Working Woman* and *National Business Employment Weekly*.

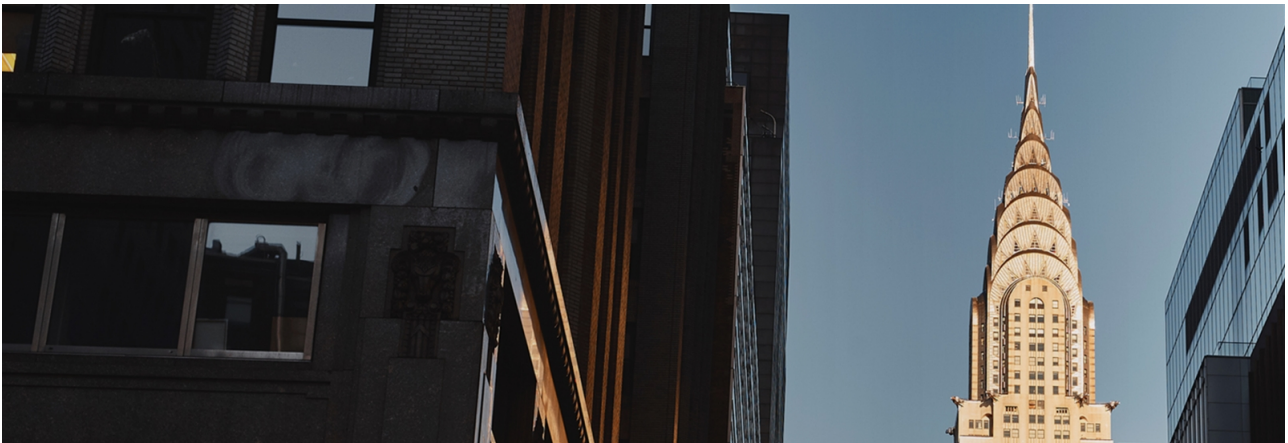
SPEAKING ENGAGEMENTS

Professional Association and television and radio media. Professional presentations at annual meetings of the American (APA), Eastern (EPA) and Midwestern (MPA) Psychological Associations. Interviewed on CNN and WABC-TV Channel 7 - New York.

FUN FACT

Provided expert opinion and served as expert witness in over 100 litigation matters related to

employment issues regarding wrongful discharge, medical malpractice, liable, and divorce.



ABOUT CRENSHAW ASSOCIATES

40 + years of helping companies and executives thrive.
Delivering today, developing for tomorrow.

We specialize in understanding top talent – exclusively – and in promoting their success.
We support clients who are transitioning, OnBoarding, being groomed for new responsibility, building their team cultures, or aspiring to become corporate directors.