

Lorien Elleman, PhD

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SKILLS

- Twenty years of professional experience with large data sets: importing, scrubbing, analyzing, and presenting findings on quantitative and qualitative data.
- Developing data-driven analytic tools to answer new questions and improve existing answers.
- Leveraging AI and machine learning to get more done, faster.
- Designing, implementing, and reporting on empirical studies.
- Specialization in statistical coding language R; proficient in SQL, Python, Superset, and Google Docs and MS Office Suite; experience with SAS, UNIX, PHP, HTML, and Tableau.
- Applying advanced psychometric methodologies to design, develop, and validate assessment instruments, to ensure the reliability and validity of measurements.
- Writing and editing business documents and peer-reviewed research manuscripts.

WORK EXPERIENCE

Senior Assessments Scientist | BetterUp | Remote | 2025 – Present

- Lead the scientific work behind the new version of BetterUp's Whole Person Model, our flagship assessment, including benchmarking and technical reporting.
- Build a long-term vision and strategy for BetterUp assessments.
- Innovate new approaches to measurement, including AI-rated unstructured data.

Senior Behavioral Scientist | Torch Leadership Labs | Remote | 2021 – 2024

- Lead the Behavioral Science team's most advanced projects, such as determining coaching's impact to retention and promotion using scraped job history data and leveraging AI for qualitative data analysis.
- Partner with Torch's Data, Product, Customer Success, and Marketing teams to ensure end-to-end quality in reporting—that our data is of the highest quality, that we capture the most relevant results, and that these results resonate with our customers' goals and provide a “wow” factor in the coaching marketplace.
- Design, create, and manage the analytics program for Torch's business reviews with customers.

Postdoctoral Researcher | Northwestern University | Evanston, IL | 2020 – 2021

- Planned and executed literature reviews and statistical analyses related to the study of personality psychology and psychometrics, focusing on short-term, high-quality, and high-impact projects.

Research Assistant | Northwestern University | Evanston, IL | 2013 – 2020

- Co-developed a peer-reviewed statistical learning technique that uses personality data to create parsimonious, transparent models that predict life outcomes.
- Published seven academic articles (three primary-author) in peer-reviewed journals on: psychometrics, machine learning, item-level and factor analysis, replication, and geographical psychology.
- Coded and redesigned feedback for participants for the lab's assessment, <https://sapa-project.org>.

Credit and Senior Credit Risk Analyst | Fannie Mae | Washington, DC | 2006 – 2013

- Developed and produced regular credit quality and mortgage payment monitoring reports for credit policies and other risk countermeasures related to Fannie Mae's \$2T book of business.
- Conducted ad hoc analyses for a variety of risk issues, such as overall credit policy recommendations and risk alignment of Fannie's and customers' automated underwriting systems.
- Built and maintained the database for financial loss reporting in the Katrina-devastated Gulf Coast; identified extent of flooding damage using geospatial mapping software.

EDUCATION

PhD, Personality and Health Psychology | **Northwestern University**, Evanston, IL | 2014 – 2020 Graduate Student
Quantitative Certificate | Psych. Dept., **Northwestern University**, Evanston, IL | 2014 – 2016 **B.A.**, Liberal Arts | **St. John's College**, Santa Fe, NM | 2002 – 2006

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SELECTED PUBLICATIONS

Elleman, L. G., McDougald, S. K., Condon, D. M., & Revelle, W. (2020). That takes the BISCUIT: Predictive accuracy and parsimony of four statistical learning techniques in personality data, with data missingness conditions. *European Journal of Psychological Assessment* 36(6), 948-958. DOI: <https://doi.org/10.1027/1015-5759/a000590>

Elleman, L. G., Condon, D. M., Holtzman, N. S., Allen, V. R., & Revelle, W. (2020). Smaller is better: Associations between personality and demographics are improved by examining narrower traits and regions. *Collabra: Psychology*, 6(1), 17210. DOI: <https://doi.org/10.1525/collabra.17210>

Elleman, L. G., Condon, D. M., & Revelle, W. (preprint). Laying personality BARE: Behavioral frequencies strengthen personality-criterion relationships. <https://psyarxiv.com/yufne/>

Elleman, L. G., Condon, D. M., Russin, S. E., & Revelle, W. (2018). The personality of U.S. States: Stability from 1999 to 2015. *Journal of Research in Personality*, 72, 64-72. DOI: <https://doi.org/10.1016/j.jrp.2016.06.022>

HONORS AND AWARDS

2019 Association for Research in Personality Poster Award—Winner
2018 NU Weinberg College of Arts and Sciences Teaching Fellowship
2006 Fannie Mae Single-Family Innovation and Change Award

COMMUNITY LEADERSHIP

Northwestern University

Psychology Graduate Student Peer Mentor Program: Mentor (2015 – 2017) and President (2017 – 2020)
Psychology Graduate Student Council: Personality area rep. (2015 – 2017) and Chairperson (2017 – 2018)