

Ryan Yizhe Guo

PhD Candidate, Industrial/Organizational Psychology · The Chinese University of Hong Kong
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RESEARCH INTERESTS

- AI literacy, identity threat and identity work in workplace AI adoption
- Causal evaluation of workplace AI upskilling and how organizations build AI capability
- Human values, vocational identity and career choice
- Psychometrics, personnel selection and the assessment of leadership capability

EDUCATION

- 2023 – 2027

The Chinese University of Hong Kong
PhD Candidate, Industrial/Organizational Psychology (expected July 2027)

 - Advisor: Prof. Winton Au
 - Dissertation: *An Identity-Centric Approach to AI Upskilling: A Mixed-Methods Investigation of the Role of Identity Work in Fostering Worker AI Adaptation*
 - GPA 3.95/4.00 · Full scholarship
- 2018 – 2022

The Chinese University of Hong Kong
BSSc, Psychology (Minor in Business)

 - Thesis: *Universal Values as Predictors of Career Identity Indicators and Academic Major Satisfaction in Hong Kong Tertiary Students*

CONFERENCE PRESENTATIONS

Guo, Y., & Au, W. (2025, July). “Can knowing more hurt?” How AI literacy shapes identity and vocational calling. In *Navigating uncertainty: Psychological and organizational insights on AI and digitalization* [Symposium; organizer: Y. Guo]. Academy of Management Annual Meeting, Copenhagen, Denmark. *Academy of Management Proceedings*. <https://doi.org/10.5465/AMPROC.2025.10133symposium>

MANUSCRIPTS IN PREPARATION

- Guo, Y., & Au, W.** Digital transformation and identity construction: Integrating AI literacy into the broader narrative of worker identity and a call for identity-centric upskilling.
- Guo, Y., & Au, W.** Development and validation of the Identity-Centric AI Literacy Scale (I-CAILS).
- Guo, Y., & Au, W.** Talent due diligence for private equity and venture capital: Assessing management-team capability with psychometric principles.
- Guo, Y., Au, W., Ho, C. S. J., & Tai, C. L. A.** Beyond broad values: Evaluating incremental validity of work-specific values in predicting career commitment.
- Guo, Y., Au, W., Ho, C. S. J., & Tai, C. L. A.** Universal values as predictors of career identity indicators and academic major satisfaction in Hong Kong tertiary students.

RESEARCH AND ASSESSMENT EXPERIENCE

- 2022 – 2025

CAL Talent Solutions, Hong Kong
Consultant (2023 – 2025); Associate Consultant (2022 – 2023)

 - Co-developed and validated the firm’s proprietary, culturally grounded assessment suite for Chinese organizations (personal values, resilience, competency): item writing, factor analysis, validation and multi-form norming.

- Drafted the technical manuals (60–100 pages each) for the firm’s two flagship instruments, submitted to the British Psychological Society for test review.
- Built 10+ predictive talent models and 20+ executive dashboards for major banks and government agencies, driving an average 20%+ improvement in performance ratings.
- Engineered an automated scoring and reporting pipeline, cutting report delivery from three days to real time across recruitment campaigns of 1,000+ applicants.
- Designed a 5-hour online course in evidence-based HR practice for 200+ professionals, with post-training knowledge application consistently above 90%.

2023 – 2024	CUHK Assessment & Training Centre <i>Consultant</i> • Led the end-to-end redesign of a Hong Kong Government disciplined service’s selection system, cutting hiring cycle time by 33% and lifting new-hire fit by over 20%. • Designed a learning-transfer and return-on-investment evaluation framework for the leadership programme of Hong Kong’s largest charitable organization (2,000+ managers), adopted on a multi-year basis.
2020 – 2022	REALife Lab, The Chinese University of Hong Kong <i>Research Assistant to Prof. Skyler Hawk</i> • Supported Prof. Hawk’s research programme, including a multi-year longitudinal study of helicopter parenting. • Managed two multi-year panel datasets and built data-management systems and automations in SPSS and Mplus that substantially accelerated data transformation and cleaning across waves. • Assisted with manuscript preparation and maintained the lab’s 5,000+ reference library.

TEACHING	
	Teaching Assistant , The Chinese University of Hong Kong Psychology of Design (Engineering Psychology); Applied Psychology in Business; Practicum in I/O Psychology; Introduction to Psychology; Social Psychology Statistical Consultant , Department of Psychology, The Chinese University of Hong Kong

INDUSTRY EXPERIENCE	
Jun – Aug 2026	Bain & Company , Hong Kong <i>Summer Associate</i> • Designed the digital and AI operating model and change roadmap for a pan-Asian retailer’s 200+ product and engineering roles across 3 formats and 10+ banners, including an AI-first engineering organization; won executive-committee approval and a follow-on engagement. • Built the global market model and five-year forecast for a private equity commercial due diligence, validating a 3x revenue-expansion thesis for a mega-fund’s pharmaceutical portfolio company; authored the core chapter of the vendor due diligence report.

METHODS, CERTIFICATIONS AND LANGUAGES	
Methods	Structural equation modelling, exploratory and confirmatory factor analysis, scale development and validation, test norming, predictive validation, RCT design
Software	R, Mplus, Python, SPSS; full-stack prototyping; AI agents and workflow automation
Certifications	Hogan Assessments, Saville Wave, CPAI
Languages	English, Mandarin and Cantonese (native/bilingual)