

Niharika Bhargava

Founder & CEO – Psych4U

Corporate Trainer | Soft Skills Trainer & Early Career Development Consultant

Niharika Bhargava is a Corporate Trainer and Psychometric assessor with over 2 decades of experience in HR, L&D and organisational training and development. As the Founder & CEO of Psych4U, she has been instrumental in delivering assessment-led learning and development solutions for individuals, teams, and organisations.



With prior experience at leading organisations such as Johnson & Johnson, Essar, and Axis Bank, she brings strong business acumen combined with behavioural expertise to design impactful, customised training interventions. Her focus lies in enhancing workforce capability, strengthening behavioural competencies, and enabling organisations to build high-performing teams.

Professional Expertise

- Learning & Development Strategy
- Leadership & Behavioural Training
- Psychometric Assessments & Talent Analytics
- Competency Mapping & Workforce Planning
- Employee Engagement & Organisational Culture
- Performance Management & Goal Alignment

Training Approach

- Niharika adopts a structured, insight-driven approach to training, ensuring alignment with organisational goals and measurable outcomes.
- Assessment-led interventions to drive self-awareness and development
- Contextualised learning using real business scenarios
- Interactive, application-focused delivery methodologies, backed by psychological theories.
- Customised program design based on organisation and role requirements
- Strong focus on post-training implementation and behavioural outcomes

Experience & Impact

- 10+ years in Corporate HR across Training, Employee Engagement, and L&D and 9+ years leading Psych4U as Founder & CEO. Total 19+ years in the field.
- Delivered psychometric assessments to 3,000+ individuals
- Developed 5 proprietary psychometric tools tailored to Indian workplace dynamics
- Led multiple customised assessment and development projects for organisations
- Conducted 25+ training sessions across corporate and professional platforms
- Collaborated with organisations such as 91Springboard, Bajaj Electricals, and Harvard Business School - Research Team

Key Training Programs

Workplace Readiness

Transition from Campus to Corporate

Corporate Etiquette & Professional Behaviour

Understanding Workplace Expectations

Communication & Confidence

Workplace Communication Skills

Presentation & Expression Skills

Building Confidence & Assertiveness

Personal Effectiveness

Time Management & Productivity

Managing Stress & Workplace Pressure

Ownership & Accountability at Work

Team & Workplace Behaviour

Collaboration & Team Dynamics

Managing Feedback & Conflict

Personality & Behavioural Insights (MBTI-based)

Conflict Management

Career & Strengths Assessments

Custom Early Talent Assessment Programs

Training Philosophy- Her philosophy centres on the belief that sustainable organisational growth is driven by aligned and self-aware individuals.

She focuses on:

- Bridging the gap between organisational expectations and employee capabilities
- Strengthening behavioural competencies alongside functional and soft skills
- Enabling ownership, accountability, and performance excellence
- Driving long-term capability building rather than short-term training outcomes

Certifications & Recognition

- Certified in 18 globally recognised Psychometric Assessments
- Axis Champions Award – Customer Service Excellence
- BML Munjal Awards – Runner Up (Business Excellence through L&D)
- HSSE Torchbearer Award
- Speaker at Global Fintech Fest and Google Level Up Program

Contact Us - niharika@psych4u.in
Our Website - <https://www.psych4u.in/>

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