Intercultural Training and Assessment Tools

The current emphasis on measuring intercultural competence has inspired a large number of new

assessment instruments. These instruments address a variety of needs for outcomes measurement,

program evaluation, and personnel selection, as well as providing useful tools for coaching and training.

This is a list of some of the most frequently used assessments, contact information, and a brief

description of the major aspects of each of them.

* Aperian Global

www.aperianglobal.com/

Aperian Global is a global consulting, training, and web tools firm, expert in facilitating talent

development and business transformation across borders. Aperian has developed a battery of online

assessments for intercultural work:

• Global Teams Online SM (GTO)

• Global Collaboration Toolkit SM

• Global Innovation Online SM

• Self-Assessment Questionnaire SM

• Global Leadership Online SM

• GlobeSmart®

Global Teams OnlineSM (GTO) is a web tool that supports a number of consulting and training

solutions for global teams. It offers teams a powerful way to assess their effectiveness and develop

methods for improving their performance. The GTO tool provides team members with an easy-to-

use online survey, a variety of options for viewing the team’s survey results, and an instantly

generated Action Plan based on the results of the team’s survey that pulls from a database of over

190 proven techniques for increasing team productivity.

The Global Collaboration ToolkitSM provides individuals, teams, and organizations with a way to

assess their collaboration practices and to identify opportunities for improving teamwork across

organizational lines. As a part of a consultative process, the tool helps organizations to leverage their

internal resources for the benefit of the organization as a whole, and also to improve collaborative

efforts with customers and external partners.

Global Innovation OnlineSM is a survey designed to help companies identify their strengths and

weaknesses as innovators, and to discover opportunities to accelerate business growth through global

innovation.

Self-Assessment QuestionnaireSM is an online questionnaire designed for employees and their

spouses/partners who wish to assess their suitability and readiness for an international assignment.

The SAQ provides immediate feedback, allowing the employee/family to consider the results and

manage appropriate next steps.

Global Leadership OnlineSM helps assess an individual’s leadership strengths and weaknesses, or

can assess an organization’s global mindset. Self and 360 assessment processes indicate a person’s

attitudes and ability to work globally. The first step is completion of an online self and 360 from

which a summary report is generated, including overall score, gap analysis, and written comments.

The second step involves a three-hour individual interview with an Aperian consultant. The third

step is a meeting between the individual and an HR contact. An optional fourth step consists of a

post assessment involving the GlobeSmart Assessment Profile.

* GlobeSmart® is a web tool providing global organizations with easy access to information on

conducting business with people from more than 60 countries. GlobeSmart addresses the greatest

cause of difficulties in global business interactions—the challenges of relating and communicating

successfully with counterparts from other countries. The tool develops awareness on three levels:

individual self awareness, awareness of other cultures, and awareness of global business.

GlobeSmart helps organizations avoid costly mistakes and lost productivity by enabling them to

leverage their global diversity. Currently GlobeSmart is also used in international education for

study abroad students.

* Argonaut

www.argonautonline.com

Coghill & Beery International

Developed by intercultural trainers and consultants to improve their own effectiveness, Argonaut is an e-

learning site designed for exploring various cultural dimensions. It enables independent practitioners as

well as organizations to include high-quality e-learning solutions as part of their portfolio of intercultural

services. Accreditation to use the services is available online or in person. The Argonaut Assessment is a

questionnaire that uses 12 dimensions to create an individual profile comparing the user’s cultural

orientations with selected other cultures. The dimensions include communication, conflict, problem-

solving, space, use of time, fate, rules, power, time spans, responsibility, group membership, and tasks.

Consultants can use Argonaut as a survey tool, as a format for coaching, or as part of an action plan.

* Connective Leadership/Achieving Styles Inventory (ASI)

www.achievingstyles.com/asi/connective\_leadership.asp

Connective Leadership Institute

The Connective Leadership Model based on the Achieving Styles Inventory stresses the need for leaders

to engage an increasingly interconnected and diverse world. Achieving Styles are the nine underlying

behavioral strategies that individuals typically call upon to achieve their goals. They include three sets of

Achieving Styles: Direct, Instrumental, and Relational. Each set comprises three individual styles,

resulting in a nine-fold repertoire. The Connective Leadership Institute has developed four instruments

for measuring Connective Leadership/Achieving Styles and profiles, including one for an individual’s

leadership repertoire (ASI); a second for measuring the leadership behaviors that an organization values

and rewards (OASI); a third instrument for evaluating a given situation or task in terms of the Achieving

Styles required for success (ASSET); and finally a 360-Feedback Tool using the Achieving Styles as the

core competencies.

* Cross-Cultural Adaptability Inventory (CCAI)

www.ccaiassess.com/CCAI\_Tools.html

Colleen Kelley & Judith Meyers

The CCAI is a self-assessment tool used extensively in training, consulting, and program evaluation that

is designed to address a person’s ability to adapt to any culture. It is designed to respond to several needs

or practical concerns that are expressed both by culturally diverse and cross-culturally oriented

populations and by the trainers and professionals who work with them.

* Cross Racial Identity Scale (CRIS)

Cross, W. E., Jr., & Vandiver, B. J. (2001). Nigrescence theory and measurement: Introducing the Cross

Racial Identity Scale (CRIS). In J. G. Ponterotto, J. M. Casas, L. A. Suzuki, and C. M. Alexander (Eds.),

Handbook of Multicultural Counseling (2nd ed., pp. 371-393). Thousand Oaks, CA: Sage.

William E. Cross, Jr., is author of the Nigrescence Model, a developmental theory representing

predominant themes in individual African American attitudes, including perspectives placing low

salience on race, an encounter experience or series of experiences, and internalized attitudes where the

salience of race in American culture is recognized. The nine nigrescence attitudes include preencounter

(assimilation, miseducation, and self-hatred), immersion-emersion (anti-White and intense Black

involvement), and internalization (biculturalist, Afrocentric, multiculturalist racial, and multiculturalist

inclusive).

* Cultural Intelligence Scale (CQS)

www.culturalq.com/

Cultural Intelligence Center

Cultural intelligence (CQ) refers to a set of capabilities considered to be important for successful

intercultural interaction. CQ examines national, ethnic, and organizational cultures and focuses on the

skills needed to succeed internationally and in domestic multicultural environments. The CQS is a 20-

item self-assessment scale that examines four factors and their interrelationships: strategy, knowledge,

motivation, and behavior.

* Cultural Mapping Assessment

www.knowledgeworkx.com

KnowledgeWorkx

The Cultural Mapping Assessment tool examines intercultural dynamics in the work environment. It is a

72-question online inventory that creates a profile along 12 dimensions of culture and how those

dimensions affect behavior. The assessment is embedded into a broad individual and organization

development program. The program allows for Inter-Cultural Intelligence (ICI) to be developed and

applied on individual, team, and organizational levels in areas such as Individual Coaching, Inter-

Cultural Intelligence, Inter-Cultural Team Building Interventions, Inter-Cultural Team Development and

Dynamics, Inter-Cultural Conflict Resolution, Inter-Cultural Negotiations, and Inter-Cultural

Communication.

* Cultural Perspectives Questionnaire (CPQ)

www.imd.ch/research/projects/CPQ.cfm

IMD

Lausanne, Switzerland

This 79-question online questionnaire measures 11 variations of four cultural orientations:

Relationships, Environment, Nature of Humanity, and Activity. It is a tool for understanding

management behaviors and characteristics related to culture. It can be used to diagnose and address

problems or to identify ways to leverage higher performance.

* Diagnosing Organizational Culture

www.pfeiffer.com

Roger Harrison & Herb Stokes

Pfeiffer, 989 Market Street, San Francisco, CA 94103-1741. Phone: (415) 433-1740. Fax: (415) 433-

0499. E-mail: customer@pfeiffer.com. Note: Pfeiffer is now part of John Wiley & Sons.

This supports organizations in investigating their own cultural climates and determining how they can be

structured for future success. The Trainer's Package contains all the information, guidance, and support

materials needed to lead a senior team through each step of the program’s advanced, results-oriented

design. The workshop is designed to help participants:

• Identify their organization’s cultural orientation

• Discover their own preferences for cultural orientations

• Understand the various cultural orientations and the advantages and disadvantages of each

• Learn how they can influence the culture in their organization

* Discovering Diversity Profile

www.corexcel.com/html/diversity.prod.htm

Corexcel

The Discovering Diversity Profile helps employees learn how they personally respond to cultural

diversity issues, and where they need to develop increased understanding. The profile explores four key

areas of diversity: Knowledge, Understanding, Acceptance, and Behavior. The Discovering Diversity

Profile contains 80 statements: 20 Diversity statements that measure attitude and beliefs, and 60

Diversity statements that measure personal behavior.

* Diversity Awareness Profile (DAP)

www.wiley.com/WileyCDA/WileyTitle/productCd-0787995541.html

Karen Stinson

The Diversity Awareness Profile (DAP) is a self-assessment tool that helps individuals improve working

relationships among diverse co-workers and customers by increasing the awareness of their behavior

and how it affects others. This 6-page assessment can be bought as a stand-alone profile, or with the

fully revised second edition of the DAP Facilitator’s Guide, which walks facilitators through the process

of preparing, administering, and debriefing the DAP.

* Global Competence Aptitude Assessment (GCAA)®

www.globalcompetence.org

Global Leadership Excellence, LLC

The Global Competence Aptitude Assessment (GCAA)® is a unique online instrument based on

original worldwide research of the skills necessary for global effectiveness. Used around the world by

corporations, government, and academia, the GCAA® objectively measures the eight components of

global competence that were identified in the research and which comprise the Global Competence

Model™. Results are presented across the Internal Readiness scale, which measures personal traits and

attitudes, and the External Readiness scale, which assesses global knowledge and people skills. The

assessment delivers immediate individual analytical and interpretative feedback reports as well as

segmented group reports. Such diagnostics provide objective insight that can supplement hiring

selection, promotion criteria, and the creation of effective personal development plans, as well as

identifying individuals who are appropriate for global projects or international assignments. In addition,

the GCAA® is used to evaluate the effectiveness of international educational programs, student learning

outcomes, and students’ growth and maturation, including their degree of readiness for the global

workforce. A 360° feedback version is also available.

* Global Learning

www.egloballearning.com/

Global Learning is a full-service consulting and training organization that provides innovative diversity,

inclusion, and cross-cultural solutions to enhance the workplace. The Individual Cultural Assessment

identifies a set of attitudes and cultural predispositions individuals are likely to bring to cultural

situations. Individuals are scored on six dimensions and receive a report containing a brief description of

typical attitudes and behaviors, perspectives of people from both ends of the cultural continuum for each

dimension, and suggestions for how to work effectively with people from the opposite end of the

cultural continuum for each dimension.

* Global Mindset Inventory (GMI)

www.thunderbird.edu

Global Mindset Leadership Institute

Thunderbird Global Mindset Inventory (TGMI) is a 76-item internet-based survey. It is designed to

measure an individual’s and a group’s global mindset in terms of Intellectual Capital, Psychological

Capital, and Social Capital. Global Mindset refers to an individual’s ability to work effectively with

individuals, groups, and organizations from other parts of the world. It is designed for three arenas:

corporations, academic institutions, and nonprofit and governmental organizations. The instrument is

available in two formats: (a) Self-assessment and (b) 360°. It is available in English, Mandarin Chinese,

and Russian.

* Hofstede Quick Scan

www.itimfocus.org

Itim Focus has developed the Hofstede model© Quick Scan in cooperation with Geert Hofstede. This

analytical tool quickly assesses the cultures and sub-cultures of organizations. The Itim-Focus Hofstede

model consists of six autonomous dimensions and two semi-autonomous dimensions.

* iChangeWorld

www.ichangeworld.com/index.html

David Matsumoto

iChangeWorld is an international organization providing tools and locally deployed management

consulting services. Their solutions support the performance improvement efforts of companies and

consulting practitioners. It provides two assessment tools that add measurement to organizational

development efforts linked to business issues: the Intercultural Adjustment Potential Scale (ICAPS), and

the Organizational Alignment Assessment (OAA).

• Intercultural Adjustment Potential Scale (ICAPS) The ICAPS is a scale that predicts the

degree to which a person will successfully adjust to living, working, and playing effectively in a

new and different cultural environment. Five scores are generated, a total score and four scores

corresponding to the four psychological skills necessary for adjustment. These are Emotion

Regulation, Openness, Flexibility, and Critical Thinking. This tool examines strengths and

weaknesses prior to departure to maximize intercultural experiences. It can be used for

assessment, training, coaching, or evaluation, or used as a research instrument for measuring

cross-cultural adaptability.

• Organizational Alignment Assessment (OAA) The Organizational Alignment Assessment

(OAA) is an agile web-based survey that provides key information to align organizational culture

with strategy, process, leadership and the market. The OAA contains results from 13 key areas in

a detailed and easy-to-understand report that is broken down by department, location, level, and

function allowing, an accurate assessment of key growth opportunities.

* Intercultural Awareness Profiler (IAP)

www.thtconsulting.com

Fons Trompenaars

The IAP is an international cross-cultural assessment tool that measures an individual’s cultural values

on seven key cultural dimensions, and also the organization’s corporate culture. It is available in several

languages. The IAP can be used (a) as a means of identifying the similarities and differences between

the candidate’s values and the receiving hosts’ values, (b) as a means of gaining a deep and nuanced

understanding of the critical, cultural value dimensions most relevant to the successful implementation

of the participant’s mission in their new culture, (c) as a means of determining assignee training and

development needs, and identifying strategies or recommendations in order to bridge cultural

differences, and (d) as an input into the overseas candidate selection process.

* Intercultural Conflict Style Inventory (ICS)

www.hammerconsulting.org

www.icsinventory.com

Mitch Hammer

The Intercultural Conflict Style Inventory (ICS) measures how people respond to conflict in terms of

two core aspects of conflict style: directness versus indirectness and emotional expressiveness versus

emotional restraint. The ICS consists of 18 paired statements that represent alternative responses to

conflict. The ICS can be self administered and self scored. The ICS and accompanying Interpretive

Guide and Facilitator’s Manual are available from Hammer Consulting LLC, PO Box 1388, Ocean

Pines, MD, 21811. Phone: (800) 960-7708 or (410) 641-6227. Fax: (866) 708-8831. E-mail:

ICS@hammerconsulting.org.

* Intercultural Development Inventory (IDI)

www.idiinventory.com

Mitch R. Hammer, IDI LLC.

The IDI is a 50-item psychometric instrument based on the Developmental Model of Intercultural

Sensitivity (DMIS). The IDI is a multipurpose instrument useful for personal development and self-

awareness, audience analysis, organizational assessment and development, and data-based intercultural

training. The IDI generates a graphic profile of an individual’s or group’s predominant stage of

development. The IDI is also available online.

* Intercultural Readiness Check (IRC)

www.ibinet.nl/assessment.htm

Ursula Brinkmann and Oscar van Weerdenburg

The Netherlands

The IRC assesses a person’s suitability for working in a multicultural setting on four dimensions:

intercultural sensitivity, communication, commitment, and management of uncertainty. The IRC can be

used as a means of determining training and development needs, identifying strategies/recommendations

to bridge cultural differences, and as part of selection process. The IRC is available in English, German,

French, Dutch, Japanese, and Spanish, with norm scores for a wide range of countries and industries.

Respondents can access the IRC online and receive practical and in-depth feedback, including input for

detailed action plans and follow-up learning.

* Intercultural Sensitivity Inventory (ICSI)

www.intercultural.org/resources.php

D.P.S. Bhawuk and Richard Brislin

The ICSI is a 46-item self-report instrument that measures the cultural constructs of individualism,

collectivism, flexibility, and open-mindedness. The ICSI is useful for exploring cultural identity through

the examination of cultural value orientations and flexibility in adapting to new cultures.

* International Personnel Assessment (iPASS)

www.international.gc.ca/cfsi-icse/cil-cai/ipass-sepi-eng.asp

Foreign Affairs and International Trade of Canada

The Centre for Intercultural Learning has a comprehensive international personnel selection system

(iPASS) to assist organizations in increasing the chances of success with any type of international

venture. This system comprises two distinct tools: the Behavioural-Based Interview (BBI) and the

Intercultural Adaptation Assessment (IAA).

* The Behavioural-Based Interview (BBI) evaluates candidates on competencies that have shown to be

critical for intercultural effectiveness. The interviewer evaluates to what extent the candidate has

demonstrated the required competencies.

The Intercultural Adaptation Assessment (IAA) measures a candidate’s ability to judge intercultural

situations. The test presents the candidate with challenging incidents that might be encountered on an

international assignment. In response to each situation, the candidate is presented with four or five

possible actions that can be taken to deal with the situation described. The candidate must choose the

most effective response to each situation.

* International Training and Development, LLC

www.thediversitycenter.com/

International Training and Development, LLC, provides a full range of services to assist leaders in their

diversity-related strategic planning and day-to-day implementation. It has three intercultural assessment

tools: DiversiScan™, Diversity Leadership 360°™, and Diversity Competencies Assessment™.

• DiversiScan™ is a tool to increase leadership’s ability to scan the environment to identify

challenges, needs, and opportunities that are critical to a company’s success in a diverse world. It

sharpens an organization’s vision and ability to recognize diversity-related indicators within the

typical organization.

• Diversity Leadership 360°™ is an assessment tool that measures the key behaviors that each

leader in an organization needs to possess and demonstrate for diversity to be successfully valued

and managed. This instrument is used by organizations to continually improve and to hold

leaders accountable for inclusion.

• Diversity Competencies Assessment™ is a 65-item assessment tool that measures the many

distinct skills and areas of expertise that contribute to diversity competency, in particular, the

ability to value and leverage diversity. It is a self-scoring instrument and can be implemented

with leaders and employees at all levels as a stand-alone intervention with individuals or groups.

It can be used as a skills-based module in an organization’s existing diversity education effort or

as a framework for subsequent skill-building training in seven skill areas.

* ITAP International

www.itapintl.com

ITAP International is a full-service consulting firm specializing in building human capability across

functional, global, and cultural boundaries. ITAP has developed two assessments specifically related to

intercultural competence: The Culture in the Workplace Questionnaire™ and The Global Team Process

Questionnaire™.

• The Culture in the Workplace Questionnaire™ was developed under license from Dr. Geert

Hofstede, a pioneer in cross-cultural research who created this questionnaire to illustrate

culturally dependent work preferences. It is an online instrument that consists of 60 questions.

The responses provide a profile using Hofstede’s dimensions of individualism, power distance,

certainty, achievement, and time orientation. The results create an individual profile that is

matched against country averages and can be compared with up to 15 selected countries. It can

be used to assist with global assignments, global work teams, and overall work-place interactions

that are impacted by employees from different countries.

• The Global Team Process Questionnaire™ measures human processes on global teams. It

provides a benchmark for the global team’s current effectiveness. Against that baseline,

companies can measure change over time (by repeating the application of the GTPQ), identify

areas for improvement, compare team results to industry averages, and, by correlating results

with existing performance measures, measure team process to determine return on investment.

* Kozai Group

www.kozaigroup.com

www.intercultural.org/kozai.php

ici@intercultural.org The Intercultural Communication Institute sells these instruments.

Alan Bird, Mark Mendenhall, Gary Oddou, Joyce Osland, and Michael Stevens

The Kozai Group assists global organizations to develop effective human resource strategies to support

their business objectives. They help clients create effective policies and practices for the selection,

development, training, and reintegration of globally mobile personnel. They have two assessments to

support intercultural work: the Global Competencies Inventory (GCI) and the Intercultural Effectiveness

Scale (IES). These instruments are currently available in Mandarin, French, Spanish, German and

English. Global Competencies Inventory (GCI) is designed to assess competencies critical to

interacting and working effectively with people who are from different cultures. The inventory measures

16 competencies in three categories of intercultural adaptability: perception management, relationship

management, and self-management. This instrument can be used as part of an assessment process for

succession planning, selection, career planning, team building, coaching, or professional development. It

is used for global leadership training and expatriate selection and training.

• Intercultural Effectiveness Scale (IES) is an instrument used by profit and nonprofit

organizations, including government agencies and educational institutions, especially in

international education. It was developed specifically to evaluate the competencies critical to

interacting effectively with people who are from different cultures. However, the competencies

assessed are equally applicable to evaluating how well people work with those who are different

from them on a range of dimensions, including gender, generation, ethnic group, religious

affiliation, and so forth. The IES focuses on nine competencies in three categories of intercultural

effectiveness. These three dimensions are combined to generate an Overall Intercultural

Effectiveness score in the individual feedback report.

* Learning Styles Inventory (LSI)

www.haygroup.com/tl

David Kolb

The LSI is a 12-item self-report instrument that measures four types of learning that, taken together,

constitute a person’s preferred learning style. The four primary styles of learning measured by the LSI

are abstract conceptualization (AC), concrete experience (CE), reflective observation (RO), and active

experimentation (AE). The LSI is based on experiential learning theory. It is one of the most commonly

used instruments in intercultural training. The LSI is particularly useful in demonstrating forms of

human diversity that are not exclusively linked to race, ethnicity, gender, or nationality. It is a

nonthreatening way to explore diversity. The LSI, which includes interpretive materials, is a self-scored

inventory that does not require certification.

* NEO-Pl

www.igbnetwork.com/2\_Assessment.htm

An alliance of:

• Trompenaars Hampden-Turner (Netherlands)

• The Kozai Group Inc. (USA)

• Fischer Group International (Germany)

• Nanjing University (P.R. China)

The NEO-PI is a personality assessment tool based on the Big Five Model of personality, which consists

of five critical dimensions that account for major individual differences in personality. The Big Five is

one of the few personality models that is valid across cultures. Research has shown clear links between

overseas assignment success and certain Big Five clusters of traits. The NEO-PI enables executives to

understand how ingrained behavior patterns affect their management style, and it also builds an

awareness of automatic behavioral tendencies.

* Peterson Cultural Style Indicator (PCSI)

www.AcrossCultures.com

The Peterson Cultural Style Indicator™ is a tool that allows internationally focused professionals to

compare their cultural style to the typical style of people in more than 70 countries. The tool consists of

25 questions that can be used by both teams and individuals to compare their profiles and discuss the

implications of the custom-generated reports.

* PICO Profiler

www.pico-global.com/Profiler/ProfilerHome.aspx?l=2

The PICO Profiler is an online instrument intended for those who live or work in an intercultural

environment. It is used to create a PICO Profile, an individualized analysis of how the user adapts to the

challenges of interacting with people from other cultural backgrounds. The PICO Profiler is used as an

educational tool for intercultural training and coaching and as a self-assessment tool.

* Polaris® Global Leadership Competency Model and 360° Assessment Survey

www.espritgloballearning.com

www.orgsysint.com

Carolyn Feuille and Bruce Griffiths

These pioneering tools, developed by Esprit Global Learning in collaboration with Organization

Systems International, assess the essential competencies for global leaders’ success across cultural

borders. The Polaris® Global 360° provides individual managers with multi-rater feedback on essential

global leadership competencies from as many as 17 respondents. It is designed as a professional

development tool for managers with global responsibilities. Organizations can also use the Polaris®

Global 360° to identify candidates for expatriate assignments. The assessment is conducted with a

debriefing by a certified coach, an action plan, and a development guide, the Polaris® Global

Leadership Competency Dictionary.

* Survey on Intercultural Relocation Adaptability (SIRA)

www.grovewell.com/expat-360-assessment.html

Richard Mansfield & Cornelius Grove

Created by GROVEWELL LLC and R .S. Mansfield Associates, the Survey on Intercultural Relocation

Adaptability (SIRA) is an online, 360º assessment instrument that enables global business leaders and

professionals who are contemplating relocation to clarify their own expectations and decision-making

about global business relationships, obtain 360º feedback about the extent to which they demonstrate the

personal skills and qualities that promote or inhibit adaptation effectiveness with diverse others, identify

behaviors that can inhibit adaptation and effectiveness, learn ways to enhance effective skills and

qualities and reduce ineffective behaviors, and identify what else they need to learn about a global

assignment.

* TMC

www.tmcorp.com

TMC, a consulting and learning solutions company, helps organizations to leverage differences and

similarities for maximum performance to reduce risk and enhance innovation and effectiveness. They

have developed the following assessment tools: the Cultural Orientations Indicator ® (COI), and the

Inclusive Leadership Profile (ILP).

• Cultural Orientations Indicator ® (COI)

The COI is a statistically valid online cultural assessment that measures a person’s work style

preferences against 10 dimensions of culture, generating an analysis of cultural gaps by

comparing the user’s COI cultural profile with national and regional cultural profiles. The COI

assessment is available in 13 different languages.

* Inclusive Leadership Profile™ (ILP)

The ILP is a web-based self-assessment tool that evaluates the degree to which an individual

applies principles and practices to build and sustain an inclusive environment. The standard

version assesses levels of awareness, knowledge, behavior, and impact-readiness based on a self-

evaluation of the frequency with which participants engage in specific behaviors and practices.

The standard ILP™ report displays readiness levels and provides the answers and scores for

individual questions. A multi-rater/360º version of the ILP™ is also available.

* The International Profile (TIP)

www.chariscorp.com/tip.asp

The International Profiler (TIP) is a questionnaire and feedback process that helps professionals reflect

on where their strengths and limits are for working internationally. TIP is an online questionnaire that is

used to generate personal feedback profiles that portray the way individuals typically work with people

from cultural backgrounds different from their own. The information from TIP is interpreted and fed

back by a trained and licensed Charis consultant. The participant receives a detailed feedback book;

personal development plans and coaching can be provided. TIP feedback can be done on a one-to-one

basis or as part of a training session with a group.

* Tucker International, LLC

www.tuckerintl.com

Michael Tucker

Tucker International, LLC, is a full-service international human resource development company

providing personnel assessment, intercultural training, language training, repatriation training, and

consulting to multinational organizations and governmental agencies. They have developed three

intercultural assessments: International Mobility Assessment (IMA), Overseas Assignment Inventory

(OAI), and International Candidate Evaluation (ICE), which is linked to the OAI.

• International Mobility Assessment (IMA) is a self-assessment process for international

assignment candidates and their families. It is designed to be used early in the process of

international assignment decisions so candidates can decide for themselves if they are ready to

take on the challenges of living and working in another country. There are two interactive

assessments available online, one for families and one for singles.

• Overseas Assignment Inventory (OAI)/International Candidate Evaluation (ICE) are linked

self-response instruments. Together these instruments assess:

o Motivations for seeking or accepting an international assignment

o Expectations about such an assignment

o Attitudes and attributes that contribute to intercultural adjustment

o The OAI and ICE are available in English, French, and German, and can be used in

booklet form or by means of the Internet.

* Worldprism Profiler

www.tmaworld.com/solution/Worldprism-Profiler

Terence Brake

This is an in-depth profiling tool that allows users to identify their own cultural orientations, compare

themselves with others, and identify appropriate strategies for working effectively with differences.

There are three levels of users for the Worldprism Profiler: first, individuals who manage and/or interact

with different cultures through various business roles; second, cross-border teams who can increase

awareness of differences among members; and third, organizations who want to profile their dominant

organizational culture.