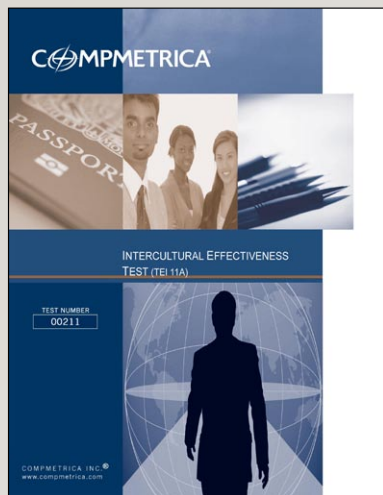


COMPMETRICA Intercultural Effectiveness Test



The **Intercultural Effectiveness Test (TEI)** is a multiple-choice questionnaire that evaluates up to which point individuals are ready to occupy roles in a culture different from their own. The test, which uses a self-diagnostic format, identifies the comfort and risk zones which must be taken into consideration when evaluating the relevance of working outside your country of origin. The cognitive, social and emotional factors are assessed in light of various cultures found at the international level. Based on a conceptual approach, the test was normalized using sample groups taken from a population of expatriate professionals and managers.

Description

- This test contains a series of questions which address the cognitive, social and emotional aspects associated with working abroad;
- It assesses the match between the participant's profile and attitudes and the types of culture where she/he would integrate easily or experience difficulties;
- There is a risk analysis on the participant's ability to adapt and integrate.

Conditions

Duration

- Sixty (60) minutes

Correction Time

- Paper-pencil administration: two (2) working days
- Web Administration: Instant report

Available Languages

- French
- English

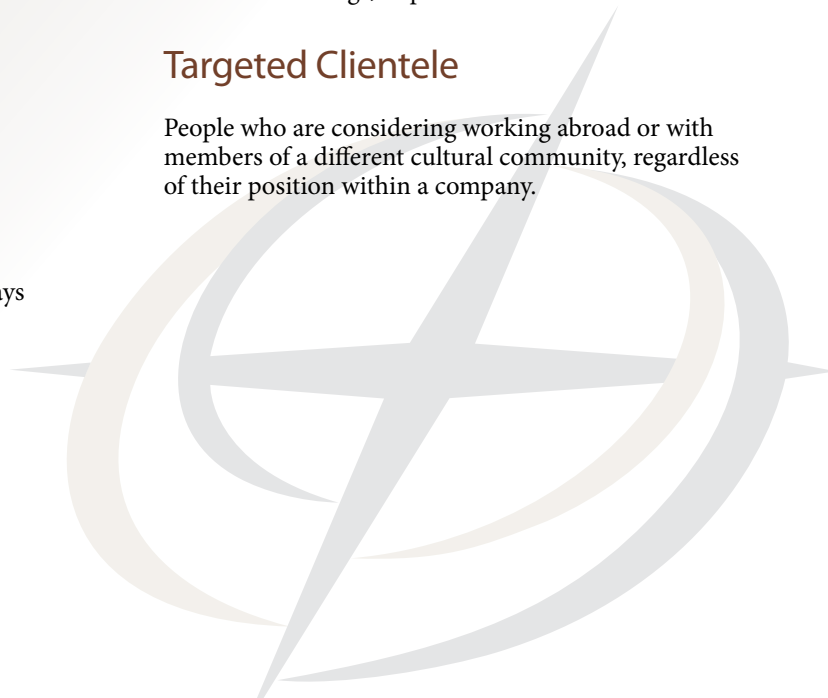
Qualification Level

Level B :

- Be responsible for the assessment process of candidates in your organization (e.g., employed by the Human Resources Department or hold a senior management position).
- Work for a consulting firm specializing, among other things, in personnel assessment.

Targeted Clientele

People who are considering working abroad or with members of a different cultural community, regardless of their position within a company.



INTERCULTURAL EFFECTIVENESS TEST (TEI)

Candidate: John Smith
Date: March 31, 2011

EVALUATION REPORT

Introduction

The Intercultural Effectiveness Test (TEI) assesses your intercultural skills in relation to cognitive, social, and emotional factors. It also presents a risk analysis of your ability to adapt and integrate.

Intercultural effectiveness is a very popular topic in the context of economic globalization, diversification and international business development. This test evaluates to what extent individuals are ready to occupy a position in a culture different from their own. Also, the test helps identifying the comfort and risk zones which must be taken into consideration when evaluating the relevance of working outside one's country of origin. The cognitive, social, and emotional factors are assessed in light of various cultures found internationally.

You can discuss your results with your manager, or with someone else you trust, to consider various opportunities for personal and professional development.

It is important for you to remember that this test does not evaluate your competencies. It assesses the compatibility between your profile and the culture to which you could easily adapt or to which you might have difficulty adapting.

Rating Scale

The rating scale used in this report is the following:

5	Very High
4	High
3	Moderate
2	Low
1	Very Low

INTERCULTURAL EFFECTIVENESS TEST (TEI)

Candidate: John Smith
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Results Summary

The participant's intercultural effectiveness results are shown below. For each aspect, the results range from "Very Low" to "Very High." Pay close attention to those aspects with low or very low results. Training in these areas might help increase the participant's effectiveness.

Intercultural Aspects	Participant's Results	Degree of Fit
I. Cognitive Aspects	Moderate	<div style="width: 50%; height: 15px; background: linear-gradient(to right, yellow, orange);"></div>
II. Social Aspects	Moderate	<div style="width: 50%; height: 15px; background: linear-gradient(to right, green, blue);"></div>
III. Emotional Aspects	Moderate	<div style="width: 50%; height: 15px; background: linear-gradient(to right, yellow, orange);"></div>
IV. Risks		
Adaptation Skills	Low	<div style="width: 20%; height: 15px; background: linear-gradient(to right, red, orange);"></div>
Commitment	High	<div style="width: 80%; height: 15px; background: linear-gradient(to right, green, blue);"></div>

	Participant's preference	Interpretation
V. Personal Cultural Style	Status Orientation	Achievement Orientation Slightly prefers to work in an environment where competence is more important than status, where there are few hierarchical levels and where employees can show initiative and take important decisions by themselves.
	External Control	Internal Control Firmly believes that it is possible to influence the environment and is comfortable working in an ambiguous environment.
	Collectivism	Individualism Believes to some extent that people should belong and be loyal to strong and cohesive groups taking responsibility for its members.
	Indirect Communication	Direct Communication Believes to some extent that people should be modest, use tact and diplomacy and be sensible to others.
	Particularist	Universalist Believes to some extent that some truths are universal and that people should respect the rules, laws and contracts mutually agreed upon or set by society.
	Affective Approach	Neutral Approach Firmly believes that personal and work-related communications should be done in a calm and poised manner, emotions and feelings rarely being expressed.

INTERCULTURAL EFFECTIVENESS TEST (TEI)

Candidate: John Smith
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I. Cognitive & Work Aspects

When working in a foreign environment, it is essential to have a good understanding of the culture and its impact on people. Effective intercultural employees proactively seek appropriate information. They are focused on achieving results.

C1 UNDERSTANDING CULTURE AND ITS IMPACT	<div style="display: flex; align-items: center;"> <div style="width: 100px; height: 15px; background: linear-gradient(to right, #ccc, #ccc); border: 1px solid black; margin-right: 5px;"></div> <div style="font-size: 8px; margin-left: 5px;"> Low Moderate High 0 1 2 3 4 5 </div> </div> <p>Culture has an important impact on people. Effective intercultural employees understand this impact. They have a good understanding of culture and they know how it affects both themselves and others.</p>
C2 INFORMATION SEEKING	<div style="display: flex; align-items: center;"> <div style="width: 100px; height: 15px; background: linear-gradient(to right, #ccc, #ccc); border: 1px solid black; margin-right: 5px;"></div> <div style="font-size: 8px; margin-left: 5px;"> Low Moderate High 0 1 2 3 4 5 </div> </div> <p>The importance of gathering information before acting depends on the situation or the culture in which an event occurs. Effective intercultural people know their "Information Seeking" style and can appropriately adapt it to different situations. People who have very high results for this element tend to rely on their logic and are hesitant to make decisions without knowing all of the facts. On the other hand, people who have very low results for this element tend to rely on their situation and make decisions even when they do not have all the necessary information. Both approaches need to be balanced depending on the situation and culture.</p>
C3 WORK FOCUS	<div style="display: flex; align-items: center;"> <div style="width: 100px; height: 15px; background: linear-gradient(to right, #ccc, #ccc); border: 1px solid black; margin-right: 5px;"></div> <div style="font-size: 8px; margin-left: 5px;"> Low Moderate High 0 1 2 3 4 5 </div> </div> <p>Interculturally effective people can achieve results. They clearly communicate their expectations and they are willing to seek changes or to modify their own approaches, if necessary. Work is an important part of their life and they are motivated to succeed.</p>

OVERALL

3.0

INTERCULTURAL EFFECTIVENESS TEST (TEI)

Candidate: John Smith
Date: March 31, 2011

V. Cultural Comparisons (continued)

Status Orientation Status oriented people value seniority and hierarchy over achievements and performance. Position titles bring respect and commitment to the organization.	Achievement Orientation Achievement oriented people value performance and achievements over formal status. Competency, rather than seniority or position titles, inspires respect.
External Control People with an external control believe that we should adapt rather than control the environment. They try to avoid uncertainty and prefer to follow clear rules of conduct.	Internal Control People with an internal control believe that we can shape and control the environment. They readily adapt and cope with ambiguity. They can function and make decisions despite uncertainty.
Collectivism Collectivists like to take decisions and work in groups. They are community oriented and they put a lot of emphasis on positive working relationships with others.	Individualism Individualists believe that people assume personal responsibilities and are entitled to make decisions for a group.
Indirect Communication People using indirect communication present messages in a subtle and diplomatic manner. Important efforts are invested in building positive relationships, both on a professional as well as a personal level.	Direct Communication People using direct communication go straight to the point in their relations with others. Different parts of life (e.g. business, family and friends, etc.) are clearly separated from one another.
Particularist Particularists believe that people come before rules. Perspectives evolve/ change depending on the circumstances and the people involved.	Universalist Universalists focus on rules which are considered to be universal. For them, rules should be applied consistently to all, independently of the circumstances and the persons involved.
Affective Approach Affective people spontaneously reveal their thoughts and feelings verbally and non-verbally. They often engage in "heated" discussions. Physical contact, gesturing and strong facial expressions are common.	Neutral Approach Neutral people do not tend to reveal their thoughts and feelings. Self-control is achieved. Physical contact, gesturing, and strong facial expressions are avoided.

