



The Kozai Group, Inc. offers two intercultural assessments – the Global Competencies Inventory (GCI) and the Intercultural Effectiveness Scale (IES). The GCI and IES assessments are based on comprehensive research of the core competencies required for global leadership and effective intercultural engagement. These survey assessments are used with very good results by educational faculty, human resource managers, consultants, and researchers.

Global Competencies Inventory (GCI)	Intercultural Effectiveness Scale (IES)
<p>Definition and Principal Uses: The GCI measures leadership competencies of corporate managers and global leaders in areas critical to interacting and working effectively with people from different cultures. Technical personnel, middle and top management personnel in international corporations, as well as faculty and graduate students in university programs, have used the GCI in the following contexts:</p> <ul style="list-style-type: none"> • Executive coaching for personal/professional development. • Aids in selection and promotion criteria for different levels of management. • Pre-and post- measurements for changes in intercultural competencies. • Cross-cultural and diversity courses to increase awareness and self-analysis for improvement. <p>Seventy (70) different nationalities are reflected in the norm population of the GCI.</p>	<p>Definition and Principal Uses: The IES evaluates competencies critical for effective interaction with people from different cultures. Managers and employees in profit and nonprofit organizations, as well as faculty and students in university programs, have used the IES in the following contexts:</p> <ul style="list-style-type: none"> • Pre-and post- measurements for changes in intercultural competencies (used in higher education for accreditation purposes). • Cross-cultural and diversity courses to increase awareness and self-analysis for improvement. • Intercultural competency needs assessment for training design or organizational diversity initiatives.
<p>Competencies and Dimensions Measured: The GCI measures three (3) Intercultural Adaptability factors encompassing sixteen (16) dimensions.</p>	<p>Competencies and Dimensions Measured: The IES measures three (3) Intercultural Adaptability factors encompassing six (6) dimensions.</p>
<p>Perception Management: How an individual mentally approaches cultural differences.</p> <ul style="list-style-type: none"> Non-judgmentalness Inquisitiveness Tolerance of Ambiguity Cosmopolitanism Interest Flexibility 	<p>Continuous Learning: The degree to which individuals engage the world by continually seeking to understand themselves and also learn about activities, behaviors, and events that occur in a foreign environment.</p> <ul style="list-style-type: none"> Self-Awareness Exploration
<p>Relationship Management: An individual's orientation toward developing and maintaining relationships with, and awareness of, people from different cultures.</p> <ul style="list-style-type: none"> Relationship Interest Interpersonal Engagement Emotional Sensitivity Self-Awareness Social Flexibility 	<p>Interpersonal Engagement: The ability to develop strong and positive relationships with people from different cultures, thereby creating common ground to build effective relationships.</p> <ul style="list-style-type: none"> Global Mindset Relationship Interest
<p>Self-Management: The strength and clarity of an individual's sense of self-identity and ability to effectively manage thoughts, emotions, and responses to stressful situations.</p> <ul style="list-style-type: none"> Optimism Self-Confidence Self-Identity Emotional Resilience Non-Stress Tendency Stress Management 	<p>Hardiness: The psychological strength to cope with the stress of working with people from different cultures and to use positive regard in order to adapt to the new environment by being open to differences and avoid being judgmental.</p> <ul style="list-style-type: none"> Positive Regard Resilience

Global Competencies Inventory (GCI)	Intercultural Effectiveness Scale (IES)
<p>Cost: Online GCI (each): \$130 Individual or corporate \$ 65 Academic</p> <p>Volume discounts are available: 10% for 100+ GCIs purchased 15% for 500+ GCIs purchased 20% for 1000+ GCIs purchased</p> <p>An educational research discount of 75% is available (\$32.50) on a case-by-case basis. Completion and approval of a Research Study Template is required.</p>	<p>Cost: Online IES (each): \$12 Individual \$20 Pre- and post- measurements for changes in inter-cultural competencies</p> <p>Volume discounts are available: 10% for 100+ IESs purchased 15% for 500+ IESs purchased 20% for 1000+ IESs purchased</p> <p>An educational research discount of 50% is available (\$6.00) on a case-by-case basis. Completion and approval of a Research Study Template is required.</p>
<p>Procedure: After completing a GCI-Qualifying seminar (see below), administrators set up their own groups and run their own reports. The online administration is a self-serve model.</p> <p>The GCI is only available online. Under exceptional circumstances and at additional cost, the GCI can be administered in paper format.</p>	<p>Procedure: Administrators set up their own groups and run their own reports. The online administration is a self-serve model.</p> <p>Paper versions of the IES are available (in English only) and should be ordered 2 weeks in advance to ensure on-time delivery. The paper version is self-scoring and includes the additional report material.</p>
<p>The Instrument: The GCI contains 159 statements or questions.</p> <p>(Sample questions available)</p>	<p>The Instrument: The IES contains 60 statements or questions.</p> <p>(Sample questions available)</p>
<p>Time: 45 to 60 minutes and must be completed in one sitting.</p>	<p>Time: 10 to 15 minutes and must be completed in one sitting.</p>
<p>Summary Reports: A 24-page report is available in PDF format.</p> <p>(Sample report available)</p> <p>The Administrator can choose to withhold the reports for distribution later, or release the report to users immediately upon completion of the assessment as a PDF attachment via email.</p> <p>Group reports are available in PDF format.</p> <p>(Sample group report available)</p> <p>Administrators doing research may request group results in an Excel spreadsheet format.</p>	<p>Summary Reports: A 24-page report is available in PDF format.</p> <p>(Sample report available)</p> <p>The Administrator can choose to withhold the reports for distribution later, or release the report to users immediately upon completion of the assessment as a PDF attachment via email.</p> <p>Group reports are available in PDF format.</p> <p>(Sample group report available)</p> <p>Administrators doing research and pre/post assessments may request group results in an Excel spreadsheet format.</p>
<p>Languages: English, Spanish, French, German, Japanese, and Mandarin Chinese. Other language versions will be developed as demand dictates.</p>	<p>Languages: English, Spanish, French, German, Japanese, and Mandarin Chinese. Other language versions will be developed as demand dictates.</p>

Global Competencies Inventory (GCI)	Intercultural Effectiveness Scale (IES)
<p>Validity and Reliability: Research shows that the GCI is reliable (stable) and has predictive validity, which means people with higher scores tend to perform at a higher level in terms of global management skills.</p> <p>(Technical report available)</p>	<p>Validity and Reliability: Research shows that the IES is reliable (stable) and has predictive validity, which means people with higher scores tend to perform at a higher level in terms of intercultural engagement skills.</p> <p>(Technical report available)</p>

<p>GCI Qualifying Seminar: Attendance is required to use the GCI.</p> <p>Cost: \$1500 for private and business professionals \$1200 for academic/nonprofit/government</p> <p>Time: 2-days, face-to-face</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Learn how to interpret GCI scores for selection and development purposes. • Use the GCI to create a development plan for your clients. • Thoroughly understand the development of the GCI. <p>Designed for: Trainers, consultants, coaches, and higher education faculty and administrators who want to expand their abilities to work with clients and students to develop global competencies.</p> <p>2012 GCI Qualifying Seminars:</p> <p>February 11-12, 2012 Portland, Oregon, USA July 21-22, 2012 Portland, Oregon, USA</p> <p>Registration:</p> <p>For additional information and to register for the GCI Qualifying Seminar please refer to the ICI website: www.intercultural.org/gci-seminars.php</p>	<p>IES Workshop: Attendance is not required to use the IES.</p> <p>Cost: \$500 for private and business professionals \$400 for academic/nonprofit/government</p> <p>Time: 1-day, face-to-face</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Learn how to teach and train using the IES. • Learn how to use the IES to create academic and professional development plans for your students and clients. • Become aware of how to use the IES for a variety of forms of assessment. • Thoroughly understand the development of the IES. <p>Designed for: Higher education faculty and administrators, trainers, consultants, and coaches who want to expand their abilities to work with students and clients to develop intercultural effectiveness or competencies.</p> <p>2012 IES Workshops:</p> <p>February 10, 2012 Portland, Oregon, USA</p> <p>Registration:</p> <p>For additional information and to register for the IES Workshop please refer to the ICI website: www.intercultural.org/gci-seminars.php</p>
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