

# THE INTERCULTURAL EFFECTIVENESS SCALE

## Example Statements from the IES

### CONTINUOUS LEARNING

#### Self Awareness

- I'm aware of my interpersonal style and can easily describe it to others.
- Thinking about my strengths and weaknesses is a good use of my time.
- Usually I can tell what impact my behavior has on others.

#### Exploration

- I treat all situations as an opportunity to learn something.
- I have developed significant new skills over time.
- I learn from mistakes.

### INTERPERSONAL ENGAGEMENT

#### Global Mindset

- I routinely read, watch, or listen to international news.
- My friends would say I know a lot about world geography.
- Every now and then I watch television programs about other countries and cultures.

#### Relationship Interest

- I'm not that interested in meeting people from other cultures.
- I like to figure out why people do the things they do.
- Getting to know other people teaches you a lot of valuable things.

### HARDINESS

#### Positive Regard

- I can always find something good in any situation.
- My friends would say I always look on the bright side of things.
- If I were lost, someone would probably stop and help me.

#### Emotional Resilience

- It takes me a long time to get over a particularly stressful experience.
- I find that little things often bother me.
- I have never been good at coping with negative emotions.