



INTERCULTURAL EFFECTIVENESS SCALE



Assess & develop key cultural competencies for success in a diverse, global environment.

The Intercultural Effectiveness Scale (IES) is a statistically valid self-assessment based upon empirical research and a state-of-the-art inventory developmental system.

Using the IES, Organizations Can:

- Measure the ability of employees - or students - to operate with a global mindset
- Improve the ability to engage effectively with individuals from diverse cultural and ethnic backgrounds
- Assess the impact of a learning program or curriculum for global competency development

The IES is leveraged by hundreds of corporations, government agencies, nonprofits & universities

Focus on Competencies Needed to Bridge Cultural Differences

The IES focuses on three main competencies that influence intercultural adaptability and effectiveness:



Continuous Learning

How much an individual learns about different cultures, ethnic groups and backgrounds.



Interpersonal Engagement

How well an individual builds and maintains positive relationships with people from other cultures.



Hardiness

How well an individual manages stress when adapting to and working with diverse cultures and foreign environments.

How it Works

The IES is a simplified version of the Global Competencies Inventory (GCI). While maintaining the statistical rigor of the GCI, the IES is shorter and easier to administer. On average, the survey takes approximately 10 minutes to complete, and it is particularly well-suited for pre- & post-assessment. A detailed Feedback Report is available either upon completion, or at the time of the user's debrief with a trainer or instructor.

For more information, contactus@aperianglobal.com

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