



Inter-Cultural Balance Questionnaire

Purpose

- Web-based and implemented on a PC
- Duration approx 15 minutes
- Based on up-to-date research
- Psychometric procedures, no questionnaire for self-assessment
- The questionnaire consists of 45 pair comparison questions
- Measures the intercultural competencies of applicants and employees
- The test is self-explanatory
- It is available in German, English and Russian
- Systematic characterization of three factors:
 - Attitude: Openness
 - Perception: Empathy
 - Behaviour: Rationality
- Provides a graphic overview of the results in the three factors
- Verbal description of the specificity of factors
- Individual development information
- Comparison of individual results with organisation-specific target profiles possible

Benefits and areas of application

- Gives an overview about three key personality factors in an intercultural context
- Provides a quick and efficient communication of the intercultural competencies of employees and applicants
- Assist in the selection of personnel for sending employees abroad
- Provides information on the development of employees in relation to assignments abroad
- Basis for a training needs analysis
- Defines the areas for development of employees and applicants
- Promotes reflection on one's own behaviour in an intercultural context
- Helps making decisions regarding assignments abroad
- Assists in selecting candidates
- Supports expansion decisions
- Promotes the internationalization of the organisation

Examples of application – Extracts

Example for questions:

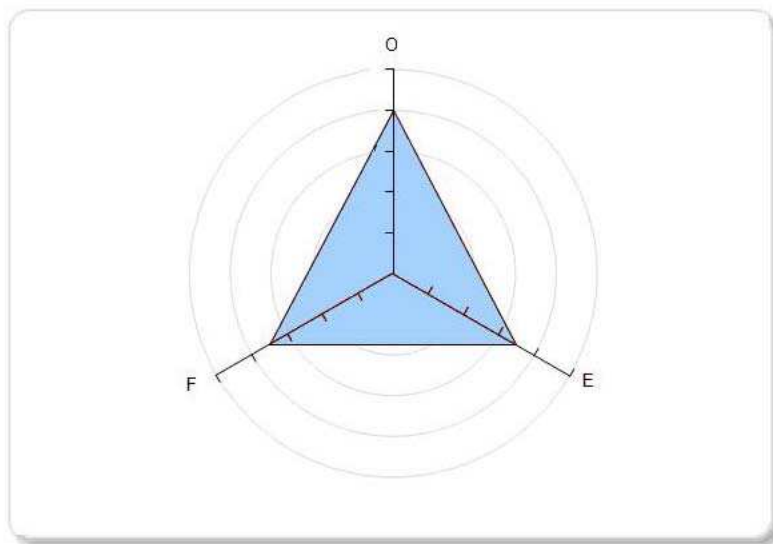
7 / 70

I try not to impose value judgments on other people's behaviour.

I can't accept it when I don't understand someone.

Copyright 1998-2006 Jensen Int. & Co.
CAPTain Online is a registered trademark and UTS/Universal Test System are trademarks of Jensen Int. & Co, London, UK

Example for analysis modules:



Attitude

You prefer to rely on what you already know. If you have the choice, you prefer to take the route you already know. You don't reject change as a matter of principle, but in unfamiliar environments in particular, you prefer to stick to what you know. You are less interested in how others go about things.

You stand for what you know, for tried-and-tested values, thus providing continuity without entirely losing sight of new things. Thus you are at the other end of the spectrum from people who are keen, without reflection, on everything that is new and unfamiliar.

You may run the risk of sometimes not seeming very open in an unfamiliar environment. You may end up not learning so much if you reject new things in some cases.