

Maximizing Intercultural Development by Personal Assessment and Feedback:

The Intercultural Readiness Check (© IBI 2002)

The impact of cultural differences on business is increasing: Numerous people are engaged in cross border negotiations, multicultural teams, foreign assignments and the management of staff from cultures other than their own. All these people, and the organisations they work for, need to thoroughly understand the impact of culture on their behaviour, motivation, ways of thinking and decision-making. There are many roads to effective intercultural interaction and just as cultures differ, so do people. Assessment of individual strengths and preferences is therefore a key element for a sustainable development of intercultural competence.

The Intercultural Readiness Check (IRC) supports companies in assessing individuals' current level of competence in interacting successfully with people from other cultures. It assesses four key intercultural competences which can be trained and developed:

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| ▪ Intercultural Sensitivity | The degree to which a person takes an active interest in others, their cultural background, needs and perspectives |
| ▪ Intercultural Communication | The degree to which a person actively monitors own communicative behaviours. |
| ▪ Building Commitment | The degree to which a person actively influences the social environment, concerned with integrating different people and personalities. |
| ▪ Managing Uncertainty | The degree to which a person is able to manage the greater uncertainty of intercultural situations. |

The IRC is one of the few intercultural tools tested for reliability and validity and offers an ideal combination of being practical, uncomplicated, and solid. Over the past 10 years, more than 18,000 respondents from all over the world filled in the IRC, making the IRC database one of the largest sources of information on intercultural competences world-wide.

Outcomes of IRC assessment

The IRC can be accessed online via a link provided to the participants. The questionnaire (and report) is available in English, Dutch, German, French, and Spanish. During the course/coaching session each participant will receive a report with the result of the assessment on the four competence areas. The report provides the participants with personal feedback including constructive and practical suggestions on how to develop their competences.

For more information, please contact Itim International, www.itim-denmark.dk