

# Success in an International, Agile and Digital World of Work

## Inventory for Global Potential

## INVENTORY FOR GLOBAL POTENTIAL

The IGP is an online tool that measures the individual potential to succeed in the agile, digital and international working environment of the 21st century. This success is based on five factors that impact the productivity, agility and innovation of employees, teams and organizations.

- > Assessment of 13 traits that can be assigned to five factors: stamina, performance orientation, flexibility, team orientation and openness for diversity
- > Analysis of results and implications on three levels (individual, team and organization)
- > Self-assessment on a 5-point unidimensional Likert-scale (To what extent does this apply?)
- > Time-saving online procedure (approx. 10 minutes)



# ALL-LEVEL APPLICATION

## ? YOUR QUESTIONS:

Which strategies will help your employees to successfully handle changes in their jobs and in the organization?

Which candidate most ideally suits a vacant position?

How can team tasks be distributed to enhance productive cooperation, innovative results and agile reaction to unexpected challenges?

How well equipped is your organization to successfully deal with upcoming challenges?

## ! YOUR SOLUTION:

INDIVIDUAL



### PERSONNEL DEVELOPMENT

The individual results profile lays the foundation for the **debriefings** that **sensitizes your employees for their personality style**. Standardized interview techniques are used to qualify the results and infer their relevance for the employee's individual work context and challenges: Which tasks are easier? Which ones require more energy?

Subsequent **coaching sessions** may follow to develop concrete strategies to deal with challenges and actively unfold one's maximum potential. The debriefings and coaching sessions can be conducted face-to-face or virtually.

### PERSONNEL SELECTION

A **job analysis** in a kick-off call between you and icunet will lead to the identification of an **ideal candidate profile** for the vacant position. The subsequent debriefings with applicants can be extended to a semi-structured interview by adding job-related follow-up questions. This way, the tool results lay an **objective foundation to evaluate internal and external candidates**. The tool can be used as a stand-alone solution or as a module in existing or newly-developed assessment centers.

TEAM

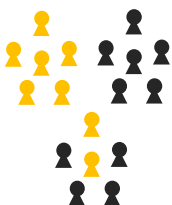


### TEAM ANALYSIS

The team analysis shows how the traits are distributed within the team and thereby helps team members to get to know each other in more depth. During the icunet-facilitated **team building workshops**, the teams develop strategies to ideally use their personal traits and distribute tasks accordingly. The aim is to identify diversity and communalities within the team to **enable optimal cooperation**. The team profiles are generated and presented in an anonymous manner. Team members can decide individually during the workshops to what extent they want to share their personal results.

On a **supervisor level**, the anonymized analysis helps managers to learn more about the **individual and common needs and styles** of their employees to lead them as effectively as possible.

ORGANIZATION



### ORGANIZATIONAL ANALYSIS

The organizational analysis summarizes the traits of all employees in an anonymous manner. The strategy consultancy department of icunet supports you in interpreting the results. Based on this analysis, you will be able to **precisely identify your human capital and employee needs**. Together, we will infer challenges and chances at a strategic and operational level and translate these into **concrete action strategies and implementation projects**.

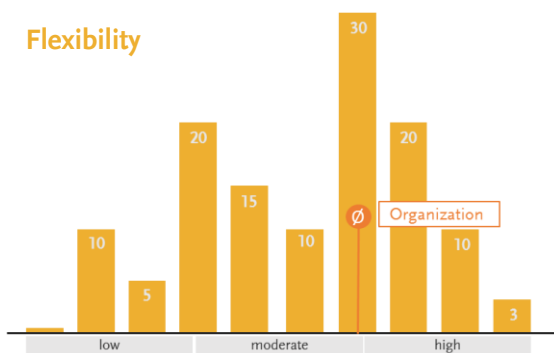
# ORGANISATION AND TEAM ANALYSIS

## ORGANISATIONAL ANALYSIS

### How are the individually traits distributed among your employees?

By collecting further quantitative and qualitative data, the results of the organizational analysis can be interpreted within the specific context of the organization to infer strategic and operational recommendations:

- How flexible are your employees? What is the average level of openness for diversity within your organization?
- How can it be ensured that each employee reacts accepts upcoming changes and handles challenges successfully?



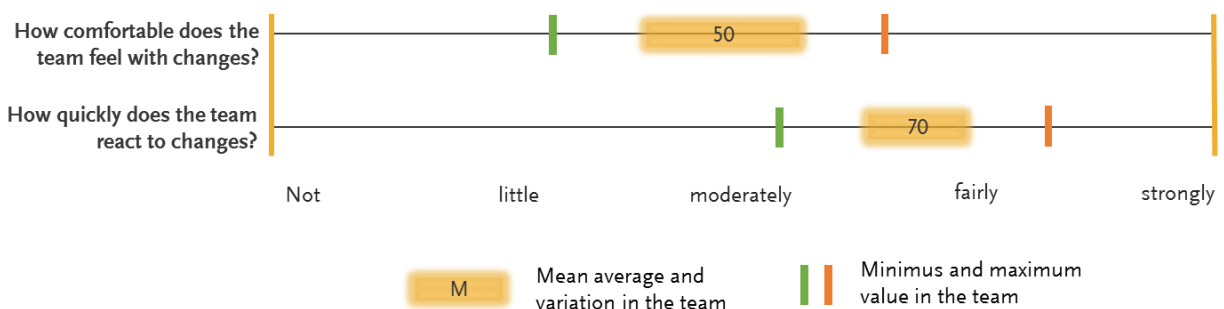
Distribution of frequency and mean average in the organization

## TEAM ANALYSIS

### How flexible are your teams? How successfully will they handle current challenges?

Teambuilding workshops can be conducted to interpret and reflect the results together with the team members. Individual coaching sessions will help team leaders to learn about the characteristics of their teams and how they can respond to the individual and common needs of their team members.

- How will a team collaborate in the most efficient and productive way?
- What does it mean when there is little or big variation? How can diversity be used to unfold the team's potential?
- How can tasks be distributed in the most ideal way?



## THE IGP-FACTORS IN DETAIL

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The factor **STAMINA** assesses how people typically deal with and react to challenges, unpredictable events or difficulties at work. While some people tend to give up faster, react nervously or evaluated these situations as exhausting, there are others that cope with more effortlessly, stay calmer and evaluated these situations as exciting.

The factor **OPENNESS TO DIVERSITY** measures someone's general disposition to successfully work with people whose working style or cultural background differs from one's own. People differ in how comfortable they feel in a culturally or disciplinary diverse team and how constructively they handle these differences. Equally, there are differences in how open-minded people are towards differences in general and how curious they are to try out new things.

The factor **FLEXIBILITY** assesses someone's typical way of reacting to and dealing with changes in the work context. While some people tend to feel very comfortable when they are faced with many changes during their daily work, there are other people who prefer a stable work environment. Further, there are differences in how quickly and effortlessly people react and adapt to changing tasks and work content.

The factor **PERFORMANCE ORIENTATION** assesses someone's general willingness to always reach maximum performance levels and to influence one's working environment by proactively giving feedback. People differ in how ambitiously they typically approach projects and tasks in their daily work. In addition, there are differences in how regularly and proactively someone discusses one's own work and progress with colleagues and supervisors.

The factor **TEAM ORIENTATION** measures someone's general disposition to successfully work in a team. While some people tend to prefer working in a group, there are others who feel more comfortable when working individually. Further, there are differences in how proactively someone motivates team colleagues and puts effort in creating a positive atmosphere within the team.

## FEEDBACK AND QUESTIONS

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The Tool Factory of icunet develops and markets tools that support you in analyzing and identifying international potential.

The **Inventory for Global Potential** and its assessment of traits that impact how someone works in an international, dynamic and agile work environment can be complemented by further assessment tools of icunet. The **Intercultural Preference Tool (IPT®)** measures intercultural preference, the **Test of Intercultural Sensitivity (TIS®)** intercultural personality traits and the **Inventory for Intercultural Development (I<sup>4</sup>ID®)** developable competences.

Please feel free to contact us in case of questions regarding our tools or your results:

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**STRATEGY  
CONSULTING**



**INTERCULTURAL  
ASSESSMENT**



**INTERCULTURAL  
QUALIFICATION**



**GLOBAL MOBILITY  
SERVICES**

