

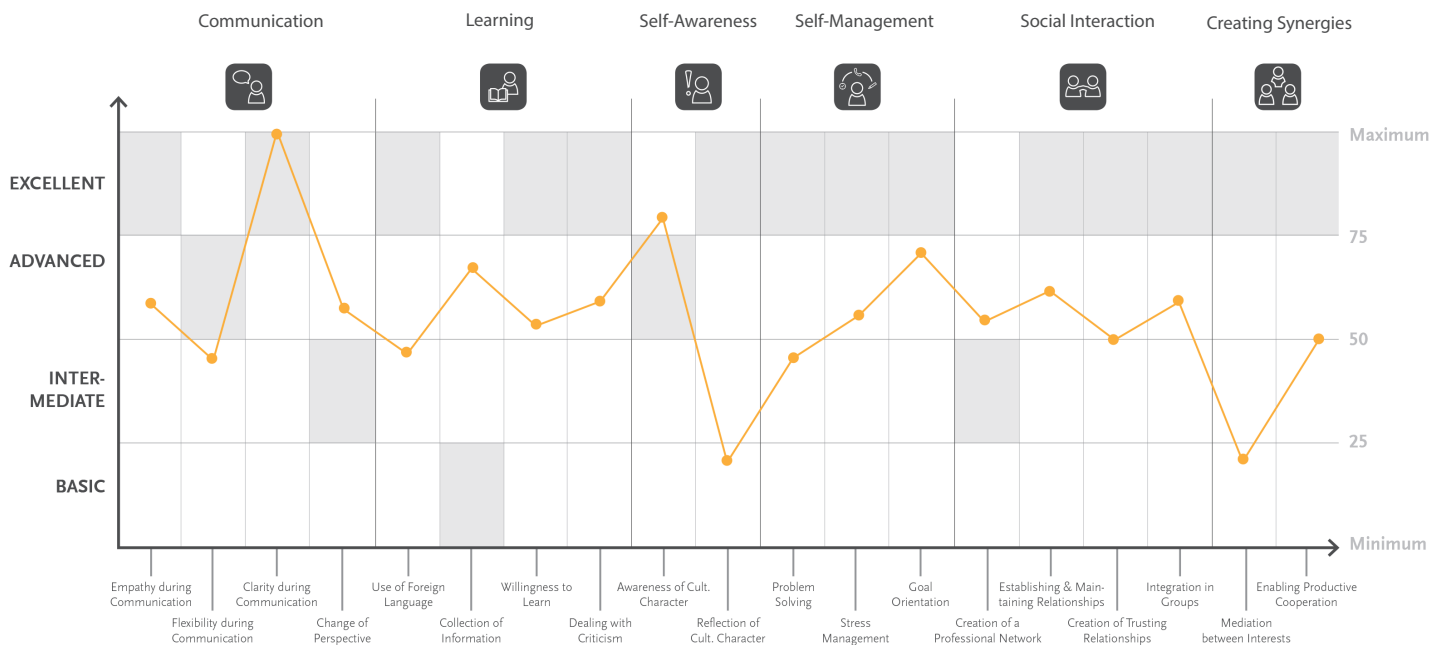


Inventory for Intercultural Development (I4ID®)

Measuring and developing intercultural competence

Which competencies are most crucial for success in an international context and how can they be optimally and practically refined? How does international work experience impact personal responsibility and decision-making? The **Inventory for Intercultural Development I4ID®** is the first assessment tool that depicts intercultural competencies in the context of individual competence development and experience instead of providing merely a snapshot.

The I4ID® creates a very detailed profile regarding the intercultural skills as well as self-assessment and related probable behavior of employees working on the international stage. Intercultural competence allows a person to effectively and adequately deal with intercultural situations. The covered competencies can be positively influenced by specific measures and personal experiences. The I4ID® can track this competence development as it depicts both the current stage of development as well as its progress. The I4ID® captures 19 competencies from six different areas:



This value is your **self-assessment**
 In this range of value is your **probable behaviour**

FACTSHEET

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Your added value

- Systematically **develop employees' intercultural competencies**
- **Sensitize** employees for internationally relevant skills and behaviors – both individually and in a team environment
- **Prepare employees** for assignments in the respective target country and future intercultural cooperations
- **Avoid expensive mistakes** in the selection and/or promotion of candidates for positions at international interfaces



Application of the I4ID®

- As a **coaching tool** for increasing employees' and managers' intercultural competencies (face to face or remote)
- For an **objective analysis** of employees' **potential and training needs** in preparation for foreign deployments
- For **assessing developmental growth** through other qualification measures (training, coaching, stay abroad)
- To **assist in the selection** of potential international employees, managers, expatriates or trainees in combination with assessment centers or assessment interviews



Characteristics of the tools

- Participants receive their results for **19 competencies that have a particularly strong relevance in the international context**
- The combination of self-assessment and probable behavior in intercultural situations provides a **realistic profile** of the participant
- **Developmental progress** can be depicted (before & after comparison)
- **Enhanced motivation and self-confidence** in dealing with foreign cultures
- Participants discover their 'professional self' and **still undiscovered potential** in the intercultural context



Additional information

- The I4ID® has been developed with universities and is thus a **highly valid, reliable and objective tool**
- The I4ID® is an **online self-assessment tool** that takes about **40 minutes** to complete
- The I4ID® is available in **English, German, Italian, Spanish** and in a culturally adapted version in **Mandarin**
- Every participant receives an **extensive report** with their **individual profile**. In this report, the self-assessment and preferred behavior are compared and contrasted to one another

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Would you like to learn more about the I4ID®? Arrange a sample test with your contact:

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