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:
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Experience the advantages of a cooperation with the market leader

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:
M.Sc. Anna Sommer | Psychologist Intercultural Assessment / Intercultural Qualification | Anna.Sommer@icunet.group
Fritz-Schäffer-Promenade 1 | D-94032 Passau | www.icunet.group | Phone: +49 851 9886660 | Fax: +49 851 98866670