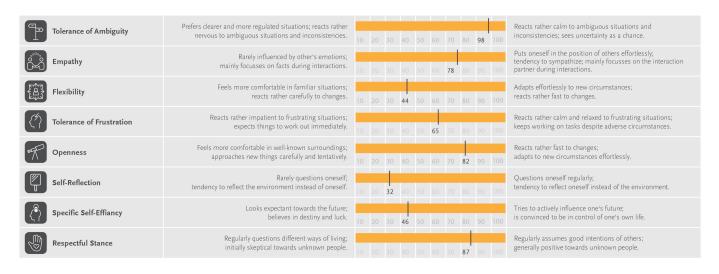


What personality traits do my employees have and how can I make the best use of them? What strengths do the individuals have; where does the potential lie? From tolerance for ambiguity and frustration to empathy and openness for new experiences, the Test of Intercultural Sensitivity (TIS*) provides a distinct portrayal of those personality traits that are most relevant for international work situations. It is available online and thus maximally economic.

The Test of Intercultural Sensitivity (TIS®) is a self-assessment tool that focuses on personality traits that are highly relevant in an international context. Based on the latest psychological and cultural research, the TIS® performs a computer-aided analysis of **eight traits**. These traits are **essential for successful integration into foreign cultures** and have a high correlation to a person's well-being and performance levels when working with people from other cultures. Based on the individual profile concrete implications can be derived. Thus, employees and managers can be ideally prepared for business in an intercultural environment and/or in a foreign country.

Your personal TIS® profile



FACTSHEET

Experience the advantages of a cooperation with the market leader



Your added value

- Determine the intercultural potential of employees (optimal assignment according to strengths and weaknesses)
- Create personality profiles for positions in an intercultural context
- · Avoid expensive mistakes in the selection and/ or promotion of candidates or employees for a position at an international interface
- · Provide excellent preparation and follow-up for employees and their families regarding international assignments



Application of the TIS®

- For suitability diagnostics prior to an international assignment - highly economic
- To enhance employees' intercultural sensitivity
- As follow-up to an assignment for expatriates with or without family (repatriation)
- To assist in the selection of international managers, expatriates, interns or trainees in combination with an assessment center or assessment interview and for potential analysis, e.g. at a development center



Characteristics of the tools

- · Personality styles are maximally evaluated and easy to understand
- · Enhanced motivation and self-confidence in dealing with foreign cultures
- · Based on the respective results, the candidate's profile can be further refined via situation-based questions and other aids in the assessment interview
- Time-saving process with valuable results



Additional information

- The TIS® has been developed with universities in New Zealand and Germany and is thus highly valid, reliable, objective and very practical
- The TIS® is an online self-assessment tool. It takes about 15 minutes to complete
- The TIS® is available in English and German
- · The individual results show which tendencies a person has in relation to the eight personality traits assessed. From this, one can determine in what situations a person feels most comfortable in and which tasks allow the individual to optimally apply their potential
- The individual results are thoroughly explained in an extensive report that culminates in the empowering and insightful TIS® profile

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