









# Test of Intercultural Sensitivity (TIS®)

Assessing individual personality traits and applying them for your international success

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

	<b>Tolerance of Ambiguity</b>	Prefers clearer and more regulated situations; reacts rather nervous to ambiguous situations and inconsistencies.	10 20 30 40 50 60 70 80 98 100	Reacts rather calm to ambiguous situations and inconsistencies; sees uncertainty as a chance.
	<b>Empathy</b>	Rarely influenced by other's emotions; mainly focusses on facts during interactions.	10 20 30 40 50 60 78 80 90 100	Puts oneself in the position of others effortlessly; tendency to sympathize; mainly focusses on the interaction partner during interactions.
	<b>Flexibility</b>	Feels more comfortable in familiar situations; reacts rather carefully to changes.	10 20 30 44 50 60 70 80 90 100	Adapts effortlessly to new circumstances; reacts rather fast to changes.
	<b>Tolerance of Frustration</b>	Reacts rather impatient to frustrating situations; expects things to work out immediately.	10 20 30 40 50 65 70 80 90 100	Reacts rather calm and relaxed to frustrating situations; keeps working on tasks despite adverse circumstances.
	<b>Openness</b>	Feels more comfortable in well-known surroundings; approaches new things carefully and tentatively.	10 20 30 40 50 60 70 82 90 100	Reacts rather fast to changes; adapts to new circumstances effortlessly.
	<b>Self-Reflection</b>	Rarely questions oneself; tendency to reflect the environment instead of oneself.	10 20 32 40 50 60 70 80 90 100	Questions oneself regularly; tendency to reflect oneself instead of the environment.
	<b>Specific Self-Efficacy</b>	Looks expectant towards the future; believes in destiny and luck.	10 20 30 46 50 60 70 80 90 100	Tries to actively influence one's future; is convinced to be in control of one's own life.
	<b>Respectful Stance</b>	Regularly questions different ways of living; initially skeptical towards unknown people.	10 20 30 40 50 60 70 87 90 100	Regularly assumes good intentions of others; generally positive towards unknown people.

# FACTSHEET

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

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