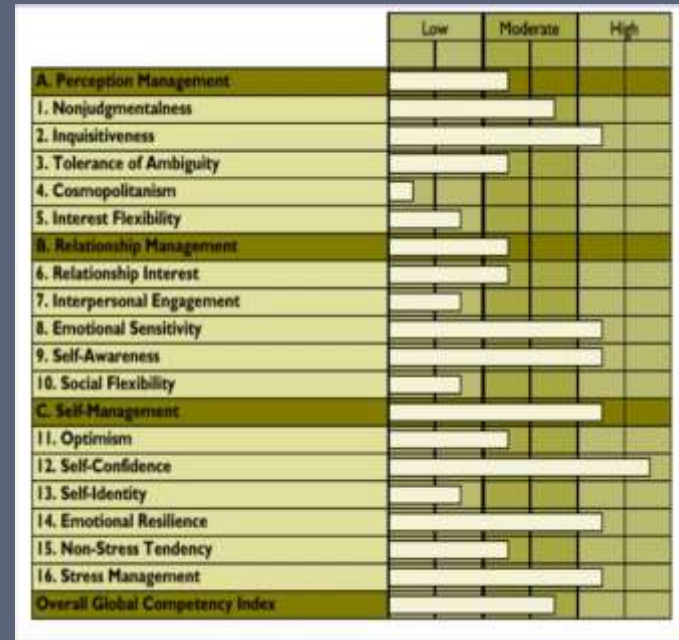




# GCI GLOBAL COMPETENCIES INVENTORY



## Multicultural Management

# GCI

# Global Competencies Inventory

- Designed to assess your personal qualities associated with effectiveness in environments where cultural norms and behaviors different from your own are present
- The information contained in this feedback report can provide a basis for understanding both your current competencies as well as for pointing to opportunities for future development and growth
- Measures leadership competencies of corporate managers and global leaders in areas that are essential to interact and work effectively with people from different cultures
- Examines three main areas, divided into a total of sixteen dimensions. These dimensions combine to generate an Overall Global Competency Inventory

# Uses & Applications

## **Applications :**

- Recommend best practices to develop intercultural skills and behaviors
- Help build a personal action plan to interact more efficiently in diverse environments, in order to achieve personal and professional goals

## **Used for:**

- Selection of Candidates for International Assignments
- Expatriates
- Development of Global Leaders
- Recruiting and Hiring Decisions
- Training and Coaching Programs for Managers in Areas of Diversity & Inclusion
- Mergers and Acquisitions
- Exchange Students

# Three Areas & Sixteen Dimensions in the GCI

## □ PERCEPTION MANAGEMENT

- How much curiosity, tolerance of ambiguity and lack of prejudice an individual has in his intercultural experiences:

- Nonjudgmentalness
- Inquisitiveness
- Tolerance of Ambiguity
- Cosmopolitanism
- Interest Flexibility



## □ RELATIONSHIP MANAGEMENT

- How well an individual develops and maintains effective relationships with people from other cultures:

- Relationship Interest
- Interpersonal Engagement
- Emotional Sensitivity
- Self-Awareness
- Social Flexibility



# Three Areas & Sixteen Dimensiones in the GCI

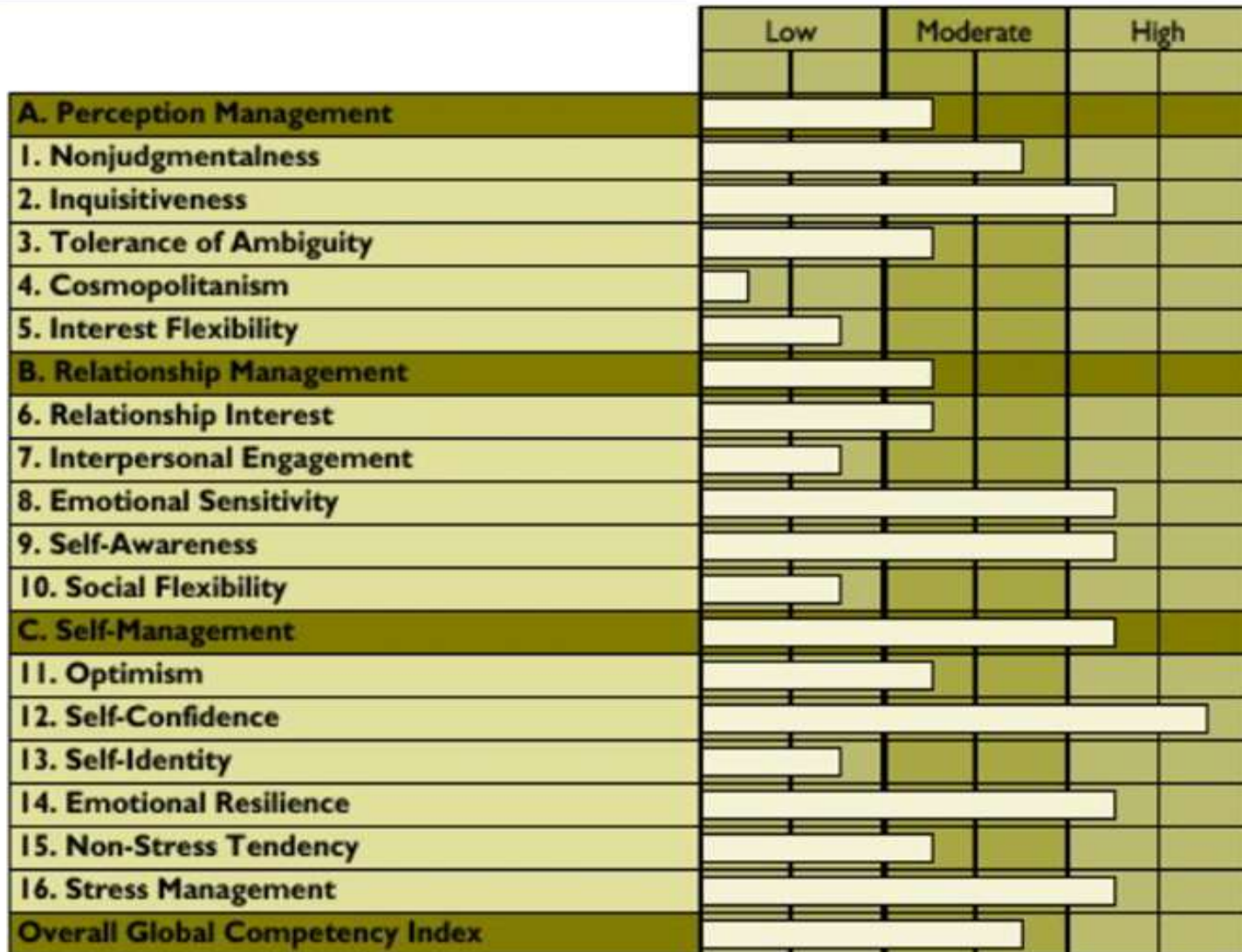
## □ SELF-MANAGEMENT:

- How well an individual handles the stress associated with interactions in a culturally diverse environment:

- Optimism
- Self-Confidence
- Self-Identity
- Emotional Resilience
- Non-Stress Tendency
- Stress Management



# Example Report Graph



# Example Report

## Explanation of one Dimension

### GCI FEEDBACK REPORT

#### *Tolerance of ambiguity:*

This dimension measures the extent to which you are able to manage ambiguity as it relates to new and complex situations where there are not necessarily clear answers about what is going on or how things should be done. It also evaluates how much you enjoy surrounding yourself with ideas or things that are new and unfamiliar rather than feeling threatened by them.

High scorers tolerate ambiguity and uncertainty well and even welcome it in almost all situations.

Low scorers have a strong tendency to dislike and avoid ambiguity and uncertainty or to react negatively (irritably, angrily, with frustration) when it's unclear what is happening.

# Example Report

## Personal Action Plan

### *Inquisitiveness:*

- Consider what impedes inquisitiveness on your part -for example, lack of time, work pressure, failure to notice the out-of-the-ordinary, complacency or acceptance, etc.
- You may need to begin by consciously triggering a switch into an inquisitive mode.
- Commit to paying more attention in intercultural settings in order to identify things that are unexpected or puzzling.
- Seek out information that explains those things from authors/researchers, the Web, or cultural mentors.

### Following steps:

- Write down your ideas to develop higher levels of inquisitiveness

□ \_\_\_\_\_

—

□ \_\_\_\_\_