

# IES Intercultural Effectiveness Scale



Multicultural Management

# IES Intercultural Effectiveness Scale

- Evaluates critical skills for interacting effectively with people from cultures other than one's own
- Determines what elements an individual has in order to achieve a better adjustment to diverse cultural environments and individuals
- Deepens understanding of strengths and weaknesses regarding diversity
- Measures three general dimensions of intercultural effectiveness, each one divided into two sub-dimensions
- An overall score is generated by combining the results of the three dimensions

# Uses & Applications

## Applications:

- Identifies how we learn from other cultures and the accuracy of this learning
- Identifies how we develop and manage relationships with people from other cultures
- Identifies how we handle the challenges and stress involved in interacting with cultural differences

## Used for:

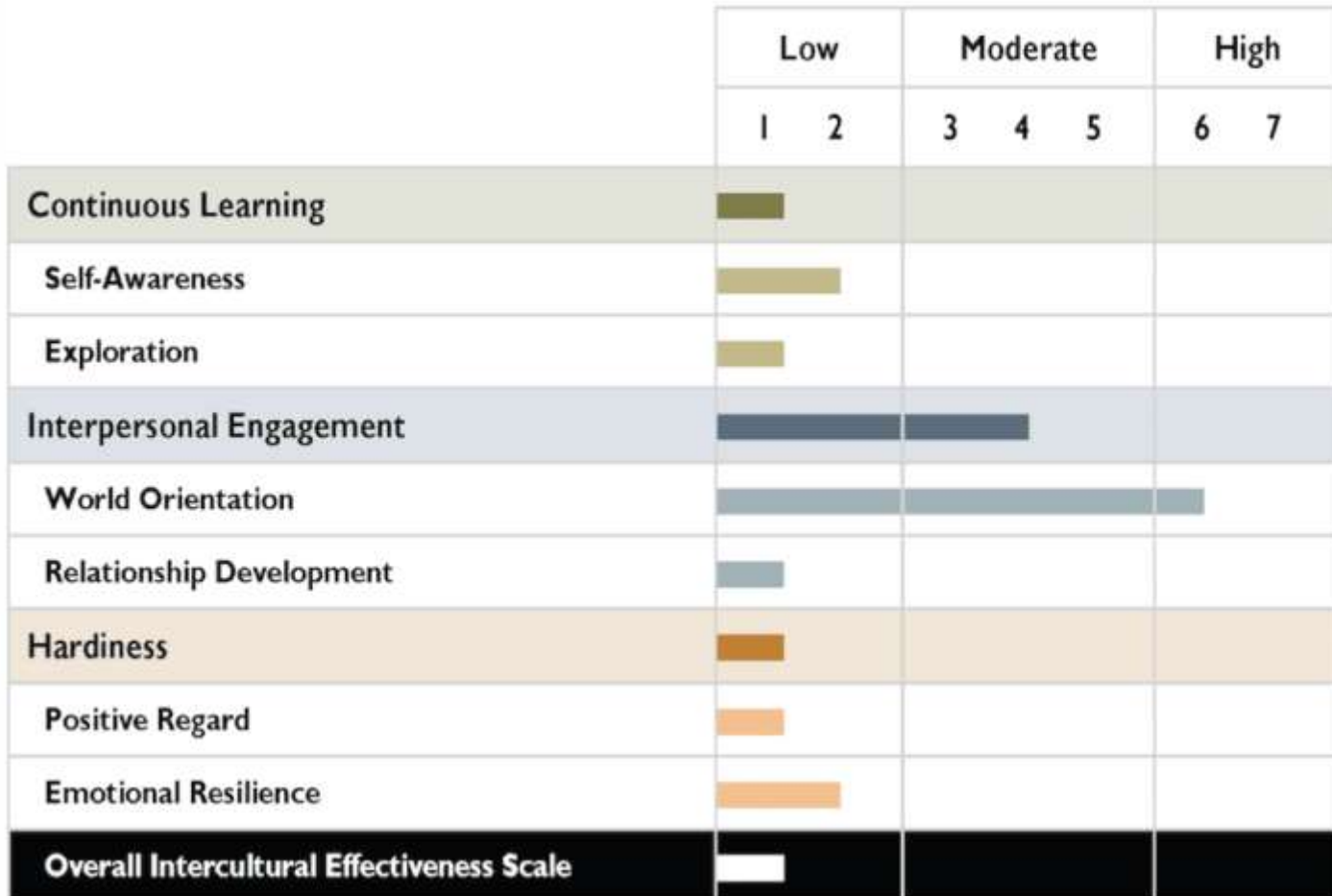
- Candidates for international assignments
- Expatriates
- Global Leaders
- Mergers and Acquisitions
- Exchange Students

# The Three Dimensions in the IES



- **CONTINUOUS LEARNING:**
  - Self-Awareness & Exploration
- **INTERPERSONAL ENGAGEMENT:**
  - World Orientation & Relationship Development
- **HARDINESS:**
  - Positive Regard & Emotional Resilience

# Example Report



# Example Report

## Recommendations

### World Orientation Development

#### Global Mindsets Leverage

Use your knowledge of other cultures to generate

creative ideas and build synergy

Work in multicultural teams and projects

Hire people with international experience and listen

to their ideas

Be aware that your vision may be limited and ask

for other perspectives

Next Steps:

Write down your ideas for developing a World Orientation

