

## GENERAL INFORMATION AND PRICING

The Kozai Group, Inc. offers two intercultural assessments: the **Global Competencies Inventory (GCI)** and the **Intercultural Effectiveness Scale (IES)**. The GCI and IES assessments are based on a comprehensive research of the core competencies required for global leadership and effective intercultural engagement. These survey assessments are used with very good results by educational faculty, human resource managers, consultants, and researchers.

GLOBAL COMPETENCIES INVENTORY (GCI)	INTERCULTURAL EFFECTIVENESS SCALE (IES)
<p><b>Define GCI and Principal Uses:</b></p> <p>The GCI measures competencies of global leaders' and corporate managers' leadership effectiveness in areas critical to interacting and working effectively with people of different cultures. Technical personnel, middle and top management personnel in international corporations, as well as faculty and graduate students in universities have used the GCI in the following contexts:</p> <ul style="list-style-type: none"> <li>■ Executive coaching for personal/professional development</li> <li>■ Aids in selection and promotion criteria for different levels of management</li> <li>■ Pre- and post- measurements for changes in intercultural competencies</li> <li>■ Cross-cultural and diversity courses to increase awareness and self-analysis for improvement</li> </ul> <p>Eighty (80) different nationalities are reflected in the GCI.</p>	<p><b>Define IES and Principal Uses:</b></p> <p>The IES assessment survey evaluates competencies critical for effective interaction with people who are different from yourself. These differences can originate from country culture or from ethnic, generational, religious, and other areas. The IES is designed more for lower level managers or employees in profit and not-for-profit organizations as well as for students in university programs. They have used the IES in the following contexts:</p> <ul style="list-style-type: none"> <li>■ Pre- and post- measurements for changes in intercultural competencies (used in higher education for accreditation purposes)</li> <li>■ Cross-cultural and diversity courses to increase awareness and self-analysis for improvement</li> <li>■ Intercultural competency needs assessment for training design or organizational diversity initiatives.</li> </ul> <p>Eighty (80) different nationalities are reflected in the IES.</p>
<p><b>Competencies and Dimensions Measured:</b></p> <p>The GCI measures three (3) Intercultural Adaptability factors encompassing sixteen (16) dimensions.</p>	<p><b>Competencies and Dimensions Measured:</b></p> <p>IES measures three (3) Intercultural Adaptability factors encompassing six (6) dimensions.</p>
<p><b>Perception Management:</b> How an individual mentally approaches cultural differences:</p> <ul style="list-style-type: none"> <li>■ Non-judgmentalness</li> <li>■ Inquisitiveness</li> <li>■ Tolerance of Ambiguity</li> <li>■ Cosmopolitanism</li> <li>■ Interest Flexibility</li> </ul>	<p><b>Continuous Learning:</b> Assesses the degree to which individuals engage the world by continually seeking to understand themselves; and also learn about activities, behavior, and events that occur in a foreign environment:</p> <ul style="list-style-type: none"> <li>■ Self-Awareness</li> <li>■ Exploration</li> </ul>

<p><b>Relationship Management:</b> An individual's orientation toward developing and maintaining relationships with, and awareness of, culturally different others:</p> <ul style="list-style-type: none"> <li>■ Relationship Interest</li> <li>■ Interpersonal Engagement</li> <li>■ Emotional Awareness</li> <li>■ Self-Awareness</li> <li>■ Social Flexibility</li> </ul>	<p><b>Interpersonal Engagement:</b> Assesses ability to develop strong and positive relationships with people who are different from us, thereby creating common ground to build effective relationships:</p> <ul style="list-style-type: none"> <li>■ World Orientation</li> <li>■ Relationship Development</li> </ul>
<p><b>Self Management:</b> The strength and clarity of an individual's sense of self-identity and ability to effectively manage thoughts, emotions, and responses to stressful situations:</p> <ul style="list-style-type: none"> <li>■ Optimism</li> <li>■ Self-Confidence</li> <li>■ Self-Identity</li> <li>■ Emotional Resilience</li> <li>■ Non-stress Tendency</li> <li>■ Stress Management</li> </ul>	<p><b>Hardiness:</b> Evaluates the psychological strength to cope with the stress of working with people who are different from us and to use positive regard in order to adapt to the new environment by being open to differences and avoid being judgmental:</p> <ul style="list-style-type: none"> <li>■ Positive Regard</li> <li>■ Resilience</li> </ul>
<p><b>Procedure:</b></p> <p>After completing a GCI-Qualifying seminar (see below), administrators set up their own groups and run their own reports. The online administration is a self-serve model.</p> <p>The GCI is only available online.</p>	<p><b>Procedure:</b></p> <p>The administrator sets up their own groups and runs their own reports. The online administration is a self-serve model.</p> <p>The IES is only available online.</p>
<p><b>The Instrument:</b></p> <p>GCI assessment survey contains 159 statements or questions.</p> <p>(Sample questions available - <a href="#">hyperlink</a>)</p>	<p><b>The Instrument:</b></p> <p>IES survey contains 60 statements or questions.</p> <p>(Sample questions available - <a href="#">hyperlink</a>)</p>
<p><b>Time:</b></p> <p>45 to 60 minutes.</p>	<p><b>Time:</b></p> <p>10 to 15 minutes.</p>
<p><b>Summary Reports:</b></p> <p>An online report that is approximately 24 pages long is available in .pdf format.</p>	<p><b>Summary Reports:</b></p> <p>An online report that is approximately eighteen (18) pages long is available in .pdf format.</p>

<p>The Administrator can choose to release the report to users immediately upon completion of the assessment or withhold the reports for distribution later, as an attachment in pdf. via email.</p> <p>Group reports are available in pdf. formats online.</p> <p>Administrators doing research may download group results in an excel spreadsheet.</p>	<p>Administrator can choose to release the report to users immediately upon completion of the assessment or withhold the reports for distribution later as an attachment in pdf. via email.</p> <p>Group reports are available in pdf. formats online.</p> <p>Administrators doing research and pre-post assessments may request group results in an excel spreadsheet.</p>
<p><b>Languages:</b></p> <p>English, Spanish, French, German, Japanese, Arabic and Mandarin Chinese. Other language versions will be developed as demand dictates.</p>	<p><b>Languages:</b></p> <p>English, Spanish, French, German, Japanese, Arabic and Mandarin Chinese. Other language versions will be developed as demand dictates.</p>
<p><b>Validity and Reliability:</b></p> <p>Research shows that the GCI is reliable (stable) and has predictive validity, which means people with higher results tend to perform at a higher level in terms of global management skills.</p> <p>(Technical report available - hyperlink)</p>	<p><b>Validity and Reliability:</b></p> <p>Research shows that the IES is reliable (stable) and has predictive validity, which means people with higher results tend to perform at a higher level in terms of intercultural engagement skills.</p> <p>(Technical report available - hyperlink)</p>
<p><b>Instrument Cost:</b></p> <p>Online GCI Survey Assessment (each):</p> <ul style="list-style-type: none"> <li>\$130 Individual or corporate</li> <li>\$ 95 Government / Non-profit</li> <li>\$ 65 Academic</li> </ul> <p>Volume discounts are available:</p> <p><a href="https://docs.google.com/spreadsheets/d/1WaGyYOf9R0SVvyBPDUSX71UtVCqCQLexIEBFCjsQCs/edit?ts=57e2e2c3#gid=1092808786">https://docs.google.com/spreadsheets/d/1WaGyYOf9R0SVvyBPDUSX71UtVCqCQLexIEBFCjsQCs/edit?ts=57e2e2c3#gid=1092808786</a></p> <p>An educational research discount of 75% off is available (\$32.50) on a case-by-case basis. Completion and approval of a Research Study Template is required.</p> <p>Enterprise-wide pricing available for organizations wishing to purchase an annual license for multiple uses rather than the individual pricing listed above.</p>	<p><b>Instrument Cost:</b></p> <p>Online IES Survey Assessment (each):</p> <ul style="list-style-type: none"> <li>\$30 Corporate</li> <li>\$20 Government / Non-profit</li> <li>\$14 Academic</li> </ul> <p>Pre- and post- measurements for changes in intercultural competencies available at each level price level.</p> <p>Volume discounts are available:</p> <p><a href="https://docs.google.com/spreadsheets/d/1WaGyYOf9R0SVvyBPDUSX71UtVCqCQLexIEBFCjsQCs/edit?ts=57e2e2c3#gid=1092808786">https://docs.google.com/spreadsheets/d/1WaGyYOf9R0SVvyBPDUSX71UtVCqCQLexIEBFCjsQCs/edit?ts=57e2e2c3#gid=1092808786</a></p> <p>An educational research discount of 50% off is available \$7.00 (as of by Fall 2016) on a case-by-case basis. Completion and approval of a Research Study Template is required.</p> <p>Enterprise-wide pricing available for organizations wishing to purchase an annual license for multiple uses rather than the individual pricing listed above.</p>

**Qualifying Seminar:**

Required of all people wishing to use the GCI

**Cost:** \$1500 business rate

\$1200 academic/nonprofit/government rate

**Time:** 2-Day face-to-face or 8-weeks online with weekly Live Chat sessions

**Learning Objectives:**

- Know how to interpret GCI results for selection and development purposes
- Use the GCI to create a development plan for your clients
- Understand thoroughly the development of the GCI

**Designed for:**

Trainers, consultants, coaches, and educators who want to expand their abilities to work with clients and students for global competencies.

**Schedule:****On-line Seminar:**

2018 Winter Dates -

- TBD

**Face-to-Face Seminar:**

Springfield, MA, USA

- March 17-18, 2018

Portland, OR USA

- July 21-22, 2018

For more training information, please refer to the ICI calendar for GCI Qualifying Seminar information. <http://intercultural.org/kozai.html>

**Workshop:**

The IES Assessment does **not** require attending a qualifying seminar. But we have an optional workshop.

**Cost:** \$500 business rate

\$400 academic/nonprofit/government rate

**Time:** 1-Day face-to-face

**Learning Objectives:**

- Learn how to teach & train using the IES
- Learn to use the IES to create academic & professional development plans for your students & clients
- Become aware of how to use the IES for a variety of forms of assessment
- Understand thoroughly the development of the IES

**Designed for:**

Higher Education Faculty and Administrators, trainers, consultants, and coaches who want to expand their abilities to work with students or clients to grow intercultural effectiveness or competency.

**Schedule:****Face-to-Face Seminar:**

Springfield, MA, USA

- March 16, 2018

Portland, OR USA

- July 21, 2018

For more training information, please refer to the ICI calendar for IES Workshop information. <http://intercultural.org/kozai.html>