

## Checklist of Sample Intercultural Assessment Tools

	Cross-Cultural Adaptability Inventory	Global Competencies Aptitude Assessment	Intercultural Development Inventory	Global Competencies Inventory	Intercultural Effectiveness Scale
<b>Acronym</b>	<b>CCAI</b>	<b>GCAA</b>	<b>IDI</b>	<b>GCI</b>	<b>IES</b>
<b>Reliability</b>	Low	?	High	High	High
<b>Validity:</b>					
<b>content</b>	Moderate	Moderate	High	High	High
<b>predictive</b>	Low	?	Not recommended	Moderate	Moderate
<b>convergent</b>	?	?	High	High	High
<b>face</b>	High	High	High	High	High
<b>differential bias</b>	?	?	No	No	No
<b>Social Desirability Check</b>	No	No	No	Yes	No
<b>Cost</b>	\$6-12	\$20	\$10	\$130	\$12
<b>Usability</b>	Simple	Moderately complex	Moderately complex	Moderately complex	Simple
<b>Qualifying Seminars</b>	Required	Not required	Required	Required	Not required
<b>Target Audience</b>	Originally for expatriate coaching, and predeparture training, etc.	Education and business settings	Education, business, government, NGOs and non-profits	Intercultural settings or cross cultural encounters	Any intercultural setting or cross cultural encounters
<b>Time Requirements</b>	~15 min.	~20 min.	~30 min.	~45 min.	~15 min.
<b>Delivery Method</b>	Online or Paper & Pencil	Online	Online	Online	Online or Paper & Pencil
<b>Languages Options</b>	English only	English only	Currently available in 12 languages	English, Chinese, French, German, Japanese, Spanish	English, Chinese, French, German, Japanese, Spanish
<b>More Information?</b>	Vangent	Global Leadership Excellence, LLC	IDI, LLC	Kozai Group, Inc.	Kozai Group, Inc.

	NEO PI-R	Cultural Intelligence	Global Mindset Inventory	Intercultural Readiness Check	others?
<b>Acronym</b>	<b>NEO</b>	<b>CQ</b>	<b>GMI</b>	<b>IRC</b>	
<b>Reliability</b>	High				
<b>Validity:</b>					
<b>content</b>	High				
<b>predictive</b>	Moderate		?	Moderate	
<b>convergent</b>	High	?	?	?	
<b>face</b>	Moderate	High	Moderate	Moderate	
<b>differential bias</b>	No				
<b>Social Desirability Check</b>	No	No	No	No	
<b>Cost</b>	\$6-10			\$200	
<b>Usability</b>	Moderately complex				
<b>Qualifying Seminars</b>	Required	Required	Required	Not required	
<b>Target Audience</b>	General population				
<b>Time Requirements</b>	~45 min.	~15 min.	~30 min.	~20 min.	
<b>Delivery Method</b>	Paper & pencil or stand-alone PC software	Online	Online	Online	
<b>Languages Options</b>	Available in more than 20 languages	English	English	English	
<b>More Information?</b>	PAR, Inc.		Thunderbird University		