

Checklist of Sample Intercultural Assessment Tools

	Cross-Cultural Adaptability Inventory	Global Competencies Aptitude Assessment	Intercultural Development Inventory	Global Competencies Inventory	Intercultural Effectiveness Scale
Acronym	CCAI	GCAA	IDI	GCI	IES
Reliability	Low	?	High	High	High
Validity:					
content	Moderate	Moderate	High	High	High
predictive	Low	?	Not recommended	Moderate	Moderate
convergent	?	?	High	High	High
face	High	High	High	High	High
differential bias	?	?	No	No	No
Social Desirability Check	No	No	No	Yes	No
Cost	\$6-12	\$20	\$10	\$130	\$12
Usability	Simple	Moderately complex	Moderately complex	Moderately complex	Simple
Qualifying Seminars	Required	Not required	Required	Required	Not required
Target Audience	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
Time Requirements	~15 min.	~20 min.	~30 min.	~45 min.	~15 min.
Delivery Method	Online or Paper & Pencil	Online	Online	Online	Online or Paper & Pencil
Languages Options	English only	English only	Currently available in 12 languages	English, Chinese, French, German, Japanese, Spanish	English, Chinese, French, German, Japanese, Spanish
More Information?	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?
Acronym	NEO	CQ	GMI	IRC	
Reliability	High				
Validity:					
content	High				
predictive	Moderate		?	Moderate	
convergent	High	?	?	?	
face	Moderate	High	Moderate	Moderate	
differential bias	No				
Social Desirability Check	No	No	No	No	
Cost	\$6-10			\$200	
Usability	Moderately complex				
Qualifying Seminars	Required	Required	Required	Not required	
Target Audience	General population				
Time Requirements	~45 min.	~15 min.	~30 min.	~20 min.	
Delivery Method	Paper & pencil or stand-alone PC software	Online	Online	Online	
Languages Options	Available in more than 20 languages	English	English	English	
More Information?	PAR, Inc.		Thunderbird University		