

Summer Institute for Intercultural Communication

Portland – Oregon – USA



Session II B, July 17-19, 2017

26. Assessing Intercultural Competence

In this workshop we will provide access to intercultural competence assessment tools and strategies to employ them whether you work independently, in a higher education, government, nonprofit, or corporate setting. We will explore individual, unit or cohort, and organization-wide contexts. Please bring your assessment challenges and opportunities as we work together to find the right tools and implementation plans to grow and refine your practice of assessing intercultural competence. You will have the opportunity to take multiple assessment inventories during the class.

Through hands-on learning methods, this workshop will familiarize you with many of the more well-established and valid assessment tools available in the field. We will use illustrative cases to show how assessment results can form the basis for making decisions to develop intercultural competence. We will examine the proper role of assessment for a variety of applications, including self-awareness, individual coaching, training and development, and selection decisions. You will have the opportunity to take multiple assessment inventories during the class. *There is an optional \$15 materials fee for those who would like to take the Intercultural Development Inventory (IDI).*

Designed for: Educators, trainers, consultants, coaches, and managers who are interested in a quality data as the basis for the programs they deliver to educational, profit, or nonprofit business enterprises.

Workshop Objectives

You will have the opportunity to:

- Bridge from theory to practice by reviewing selection criteria for professionally developed assessments and measurement inventories
- Describe the research basis of the most commonly used inventories or rubrics and their
- Identify the proper role of assessment for a variety of uses and applications, such as self-awareness, individual coaching, training and development, course and accreditation uses, and as part of selection decisions
- Distinguish how the needs, processes, and outcomes of programs can be systematically evaluated
- Assess the ethical implications of using inventories across various settings and applications

Learning Activities

- Overview of the state-of-the-art of intercultural assessment tools and their relative strengths and limitations
- Discussion and introduction to the more frequently used and validated assessments in the field, including quantitative and qualitative tools
- Hands-on practice interpreting and debriefing assessment results
- Case-study activities to help you understand the intercultural competencies and predispositions of your participants
- Exercises, activities, and case studies that illustrate the appropriate use of assessment results in different contexts



Dr. Michael Stevens is a professor of management and department chair at Weber State University. He is a widely cited author and employment test developer, and has conducted award-winning research assessing a person's aptitude for working successfully in teams and in culturally diverse work environments. Michael is the lead author of the commercially distributed Teamwork-KSA employment test and also a key member of the development team for the Global Competencies Inventory. In addition, he is an experienced corporate trainer and executive development coach and has held leadership and board positions in industry, government, and nonprofit enterprises.

Dr. Chris Cartwright is the director of intercultural assessment for the Intercultural Communication Institute (ICI) where he supports individuals and organizations from around the world in assessing and developing global leadership and intercultural competence. He is also the associate director of graduate programs, serving as faculty adviser, instructor, and thesis/capstone director. He has served as the dean of academic programs for the International Partnership for Service Learning and Leadership, and is an adjunct faculty member in Portland State University's International Studies Department. He also conducts research and training on intercultural competence, assessment of student learning, leadership, service-learning, and social justice.



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