



Global Assessment Inventory (GAI)



The Global Assessment Inventory (GAI) is the Intercultural Group's web-based instrument that is designed to assess attributes related to success in multicultural interactions. These attributes are key to a successful experience working with people from different backgrounds and cultures.

Who Uses the GAI?

- Business travelers who want to maximize their effectiveness in cross-cultural situations
- Employees who work in multicultural teams who want to increase their self-awareness
- Executives who are managing employees across cultures
- Potential candidates for an international assignment who want to take a self-assessment tool
- HR managers who want to use the assessment of cross-cultural effectiveness as a part of employee development or creation of candidate pools

What Does the GAI Measure?

The tool provides participants with a developmental profile and the ability to gain a deeper understanding of how they measure along the following 10 attributes:

- Change Tolerance
- Initiative
- Respect for Beliefs
- Patience
- Risk Taking
- Sociability
- Openness
- Global Sensitivity
- Travel Flexibility
- Travel Expectations

Upon completion of the GAI survey online participants will instantly receive their Development Guide, which includes their developmental profile and an explanation of their results.

Two of the attributes – travel expectations and travel flexibility – are specifically included in the participant's developmental profile when they indicate international business travel is part of their job. These attributes help them understand their preparedness for international business travel.

This tool was developed based on the research from the Overseas Assignment Inventory (OAI), the Intercultural Group's proprietary cultural adaptability tool for expatriates. The GAI is based on results drawn from over 2300 of 8000 OAI participants. The OAI is the product of ongoing research and development efforts that began in the early 1970's and is used in the assessment, selection and development of expatriates and spouses.

Intercultural Services Utilizing the GAI

GAI Development Guide—Individual report that can be used for self-assessment

GAI License—Use of GAI for delivery to large groups of employees

Intercultural Express Package— Includes Global Assessment Inventory Development Guide, 6-months access to Prudential Real Estate and Relocation Services CultureWizard, powered by RW³, and 2 hours telephone debriefing with certified Intercultural consultant

