



Overseas Assignment Inventory (OAI)



The ability to adapt to other cultures is critical to the success of international assignments. Prudential Real Estate and Relocation Services Intercultural Group can assist you in assessing this critical skill.

The Overseas Assignment Inventory (OAI) is our proprietary, web-based assessment tool that is designed to assess cultural adaptability for employees and spouses going on expatriate assignments. The OAI can be used to:

- Assess potential candidates for international assignments
- Integrate a cultural adaptability assessment tool into a candidate selection process
- Further develop expatriates through inclusion in intercultural training programs or coaching

What does the OAI measure?

Nine distinct Personal Attributes crucial for successful adaptation to another culture

- Expectations
- Change Tolerance
- Initiative
- Respect for Beliefs
- Patience
- Personal Control
- Risk Taking
- Sociability
- Openness

Six Context Factors – circumstances surrounding assignments that can either support or distract expatriates from having a successful assignment

- Job Clarity
- Language Skills
- Cultural Distance
- Family Support
- Personal Motivations
- Career Motivations

History of the OAI

The OAI has been used by hundreds of corporations for over 20 years to assess cultural adaptability for their employees. The OAI has gone through numerous reviews and validation studies over the years, with its most recent update on measurement scales in 2007. Initial research on the OAI began in the 1970s with the American Peace Corps, the U.S. Navy, the Canadian International Development Agency, Youth for Understanding and finally, with corporate executives. Based on this research of more than 6,000 corporate assignees worldwide, the OAI was developed as a means of identifying the personal attitudes and attributes that impact an employee's and spouse's success or challenges across cultures.

Intercultural Services Utilizing the OAI

OAI Assessment Service—Includes half-day interview with certified Intercultural consultant, Development Guide for the participant and Assessment Report which goes back to client

OAI Certification Workshop—1- or 2-day workshop to train clients to use the OAI and conduct follow-up interviews. Once certified clients can receive **Development Guides** and **Interview Guides**

OAI Development Debriefing—Development Guide is shared and debriefed by a certified Intercultural consultant during the Intercultural Training program

