

## **Workshop 5: Intercultural Competencies Tools (auf Englisch)**

This workshop presents the abilities of two measuring tools that could be carried out on-line by those involved in international projects. They enable quantitative statements to characteristics of intercultural competence (IRC), intercultural sensibility (IDI) or to the intercultural learning strategies (PICO).

With it's 60 items questionnaire IRC enables to measure four main aspects of intercultural competency: intercultural sensibility, intercultural communication, motivation and need for security. The creator of this test is Ursula Brinkmann, who is a trainer and works with IRC already.

The PICO-profile is a teaching tool that is available on-line. It can be used to reflect the four orientations in handling intercultural situations: adaptive, pro-active, attentive and protective. The experienced trainer and coach can verbalize feedback to self-assessment. PICO will be presented by its creator Joseph Shaules and his long term German partner Matthieu Kollig.

The International Profiler (TIP) is a normed psychometric questionnaire based on the WorldWork framework of 10 international competencies, further broken down into 22 dimensions. These competencies distinguish those who are highly successful in transferring their professional skills into an unfamiliar cultural context. The 80-item (forced choice with discretion style) questionnaire shows how individuals distribute their personal energy, attention and emphasis across a set as a basis for development planning and further coaching.

### **Moderation**

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