



INTERCULTURAL SENSITIVITY

How actively are you interested in others, their cultural backgrounds, needs, and perspectives?
How much do you notice when interacting with people from other cultures?

INTERCULTURAL COMMUNICATION

How mindful are you when communicating with others? How effectively do you adjust your style to meet their expectations and needs?

BUILDING COMMITMENT

How much do you invest into developing relationships and diverse networks? How creative are you in developing solutions that satisfy the interests of different stakeholders?

MANAGING UNCERTAINTY

How well do you deal with the complexities of greater cultural diversity? How effectively do you use cultural diversity as a source of learning and innovation?

INDIVIDUAL ASSESSMENTS

Assess your intercultural competences and find new ways to optimize your strengths and to navigate around pitfalls. The IRC assesses individuals on four intercultural competences. Each competence is directly relevant for people working in a culturally diverse context. The IRC feedback is clear and helpful, and offers straightforward solutions for personal development.

ORGANIZATIONAL SCANS

How competent is our team and our company in dealing with cultural differences compared to others in our industry? The IRC allows you to benchmark your teams and your organization. How motivated is your team to benefit from the diverse perspectives of its members? How capable is your organization compared to others in your industry? Benefit from the IRC database and determine next steps. Monitor results to measure improvement. Use the IRC to improve the intercultural effectiveness of your teams and your organization.

QUOTES FROM OUR CLIENTS

'The IRC might be best likened to a compass, as it sets a clear direction toward development of one's competencies. With the help of the IRC the abstract concept of "intercultural competence" is transformed into a clear picture of one's strengths and areas of untapped potential. I'm continually amazed by how much can be achieved in a one-hour coaching session.'

Sundae Schneider-Bean, Intercultural Communication. Specialist and Coach at Swiss Post.

'Having the responsibilities to bring together people from different parts of the world, I have found the IRC a very helpful tool. The IRC provides the learner with competency areas from which they can reflect on their development areas. I've used the IRC results as an enhancement to our recruitment process. The assessment results provided us with additional information to make a solid selection decision.'

Karen A. Lutz, Director, HR Middle East Africa at SCA Hygiene Products

'The IRC is a fantastic tool to show people what we exactly mean with intercultural behavior. It shows where you are right now and offers many ideas for informed measures and next steps. In our seminars and coaching we don't want to work without it anymore!'

Ina Baum, senior consultant and board member ITIM International

FACTS ON THE IRC

QUALITY

Developed in partnership with one of Europe's leading universities, the IRC is a valid and reliable intercultural assessment tool. The IRC captures what it claims to capture, and does so exactly. Its database is carefully managed.

EASY TO ACCESS

The IRC is accessible online, is available in seven languages and takes only 20 minutes to complete.

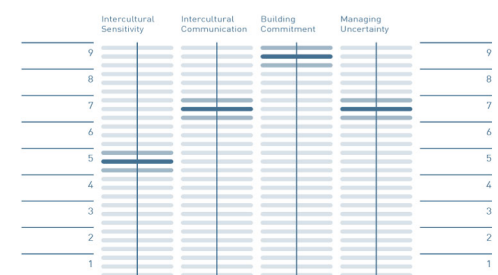
EASY FEEDBACK

The IRC feedback is helpful and relevant. It offers tips for avoiding pitfalls and practical suggestions for development.

BENCHMARKING

More than 75,000 people from all over the world have filled in the IRC. The IRC database allows you to benchmark your teams and your organization by learning about levels of intercultural competence within your industry and across industries.

THE INTERCULTURAL READINESS CHECK (IRC)



The Intercultural Readiness Check (IRC) is one of the leading tools for assessing intercultural competences. More than 75,000 members of international organizations have used the IRC to assess their workforce. The IRC supports people in building the competences they need to bridge cultural differences.

Lagerweij
info@lagerweij.nl
www.lagerweij.nl
0348 484 950