

# THE GLOBAL COMPETENCIES INVENTORY

## Example Statements from the GCI

### PERCEPTION MANAGEMENT

#### Nonjudgmentalness

- In my experience, people are pretty stubborn and unreasonable.
- People are too self-centered.
- Once you start doing favors for people, they'll just walk all over you.

#### Inquisitiveness

- I treat all situations as an opportunity to learn something.
- I have developed significant new skills over time.
- I learn from mistakes.

#### Tolerance of Ambiguity

- I avoid settings where people don't share my values.
- A good teacher is one who makes you wonder about your way of looking at things.
- I like parties where I know most of the people more than ones where all or most of the people are complete strangers.

#### Cosmopolitanism

- I routinely read, watch, or listen to international news.
- My friends would say I know a lot about world geography.
- Every now and then I watch television programs about other countries and cultures.

#### Interest Flexibility

- I am quick to explore new interests and hobbies.
- Variety truly is the spice of life.
- If I had to live in another country, I would probably try to construct a life-style as similar as possible to my current one.

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## RELATIONSHIP MANAGEMENT

### Relationship Interest

- I'm not that interested in meeting people from other cultures.
- I like to figure out why people do the things they do.
- Getting to know other people teaches you a lot of valuable things.

### Interpersonal Engagement

- If the occasion were to arise, I would tend to avoid speaking at any length with someone who is not fluent in my native language.
- It doesn't bother me to start up a conversation with someone I don't know.
- The idea of learning a foreign language is more exciting to me than it is foreboding.

### Emotional Sensitivity

- I am normally sensitive to even the slightest change in the facial expression of the person I am talking with.
- Before acting, I like to think through how it will impact others.
- People often come to me because they feel I am understanding of their challenges and problems.

### Self Awareness

- I'm aware of my interpersonal style and can easily describe it to others.
- Thinking about my strengths and weaknesses is a good use of my time.
- Usually I can tell what impact my behavior has on others.

### Social Flexibility

- I am good at making impromptu speeches.
- I look for humor in tense situations to relieve the strain.
- I have the ability to alter my behavior if I feel that I need to act differently in order to fit in.

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## SELF-MANAGEMENT

### Optimism

- I can always find something good in any situation.
- My friends would say I always look on the bright side of things.
- If I were lost, someone would probably stop and help me.

### Self-Confidence

- I can do almost anything if I apply myself.
- I am comfortable setting high standards for myself.
- It is easy for me to deal with unexpected events.

### Self-Identity

- I have deeply held beliefs.
- People should adjust their values to fit their circumstances.
- I have a personal philosophy that guides my behavior.

### Emotional Resilience

- It takes me a long time to get over a particularly stressful experience.
- I find that little things often bother me.
- I have never been good at coping with negative emotions.

### Non-Stress Tendency

- I find it stressful when something unexpected happens.
- I get easily annoyed when confronted with unforeseen obstacles that hinder me from finishing a task.
- If asked to do something at the last minute that I have never done before, I get really nervous.

### Stress Management

- When I have to wait, I take advantage of the time by getting other things done.
- I have healthy sleep habits.
- I find it difficult to manage my priorities.