

GLOBAL ADAPTIVITY® PROFILE

What It Is

Competence in a global context is a must-have in today's business environment. In many organizations, the search is on for leaders who can effortlessly span cultures, economies, politics, and geographies, think systemically across multiple networks, deal with rapid change and complexity, and speak the language of global business.

The Global Adaptivity Profile is designed to help people in positions of responsibility navigate global challenges and develop global leadership capacity. While it doesn't assess whether experience working in different regions or cultures qualifies one as a "global citizen," it does estimate one's aptitude for developing into a globally adaptive leader.

The Global Adaptivity® Framework

The Global Adaptivity® framework comprises five characteristics that predict the ability to work effectively in a global and/or transnational environment and move among and between different cultures, norms, and contexts as needed in the world of business. The five characteristics are detailed below.

Insatiable Curiosity

Exploring the world in every moment

This is an intense desire for learning in general and for learning about other countries and cultures. It is displayed through continual reading and studying of other countries and cultures and by seeking ongoing international and multicultural experiences.

Sensible Fearlessness

Taking risks that expand rather than limit

This is the ability to be courageous in volatile, fluid, or chaotic environments, to be comfortable with ambiguity and stress, and to be confident enough to try new approaches or solutions in unfamiliar situations without being foolishly naïve.

Suspension of Judgment

Learning before advocating a point of view

This is the ability to put opinions and assumptions aside, listen to others, and think before acting or drawing conclusions. It includes being sensitive to unwritten rules, assumptions and interpretations, considerate of other peoples' beliefs and values, and patient with building trust over time.

Graceful Ease

Finding simplicity within complexity

This is the ability to move from one location or culture to another with ease and finesse and to move from the complexity of one cultural situation to the complexity of another without losing one's bearings.

Cosmopolitanism

Being at home in the world

This is the ability to be at home anywhere and to see oneself as a "citizen of the world." It includes the ability to appreciate and embrace differences across cultures, to make deep human connections with all types of people, and to find commonalities among differences.



How It Works

The Global Adaptivity Profile is a self-assessment that asks the participant to consider four sets of twenty adjectives that represent characteristic ways of responding to situations at work or other endeavors in general. The participant assigns each adjective into four categories according to how each adjective describes him or her; this is done by dragging and dropping each adjective into its respective rating category.

Once the assessment is submitted, a report is emailed immediately to the participant. The report includes graphic and numerical displays of raw scores and norms; interpretation of the results for each characteristic based on how the person scored; and development suggestions that are designed to spur other related ideas that can advance development in areas that the participant wishes to pursue.

Key Features

- **Completion time:** 20-30 minutes.
- **Statistical properties:** Scale reliabilities range from .71 to .78 depending on the characteristic. Empirical validity is based on a study involving over 100 highly effective leaders in Fortune Global 500 companies, with 20+ years' experience living and working among multiple regions and cultures.
- **Norms:** Based on a sample of 153 respondents from North America, Europe, the UK and APAC. Over half have lived and worked in two or more countries.
- **Language:** English. This assessment works well among seasoned professionals and managers for whom English is a second language.

Cost and Administration

The cost for the Global Adaptivity Profile is **\$29**. This includes a report sent directly to the participant or to a designated third party on request (e.g., an HR manager or coach). Organizations and individuals can purchase a requested number of licenses that can be used at any time as needed to enroll participants.

Registration involves entering the names and email addresses of participants. Invitation emails will then be sent with login instructions. Reports are available immediately following completion of the assessment.

Contact Us

For more information about the Global Adaptivity Profile or any of our other assessment offerings, email us at info@cambriaconsulting.com or call us at 617. 523.7500.