



The International Profiler



The International Profiler – a quick summary

A combination of a world-class questionnaire and debriefing process by licensed coaches which helps you to:

- 🌀 see your present international approach in a powerful mirror
- 🌀 identify how to be more effective in an international role
- 🌀 focus on your development needs and how to improve them
- 🌀 focus on actions that bridge cultural gaps

The International Profiler is...

A questionnaire and telephone debriefing process to clarify and develop the personal qualities you need to meet the people challenges of an international role or a new international assignment.

Who is it for?

Managers and professionals who:

- 🌀 are moving into a new international role
- 🌀 are leading or participating in international teams
- 🌀 operate in multicultural workplaces
- 🌀 have already or will soon expatriate or repatriate
- 🌀 want to develop their international business careers
- 🌀 manage international projects
- 🌀 have been identified as key international talent
- 🌀 are integrating operations across national boundaries coordinating and communicate across cultures from a supporting role

What are the benefits?

- 🌀 A deep insight into how you personally prefer to approach international work
- 🌀 A structured review of potential gaps in handling international roles & assignments
- 🌀 A clear development plan for managing these gaps
- 🌀 Identification of effective strategies for succeeding in unfamiliar settings
- 🌀 Preparation and confidence in facing international challenges relevant to your special context
- 🌀 Reduces potential failure in international projects and assignments

“Several hundred employs have successfully completed the TIP questionnaire and feedback process to date with many more expected from all parts of the globe. Employee evaluations have been extremely positive.... TIP seems to be on the leading edge and very well researched. We think it is a very effective way to grow the intercultural competencies of GM employees globally.”

Diane Landsiedel, Senior Manager, GM Technical Education Programme



“as a follow up to the workshops...we analysed with the trainer the results of The International Profiler questionnaire and I must say that this was the final magic ingredient in what I can only call a programme close to perfection”.

Senior Engineer,
Telecom Italia

What are the benefits for your organisation?

- 🌀 Builds an international mind set
- 🌀 Diagnoses capabilities for working across cultures
- 🌀 Provides focused training and development solutions
- 🌀 Builds personal accountability for developing success in own role
- 🌀 Reduces potential failure in international projects and assignments

How does it work?

It involves:

- 🌀 completing the questionnaire on-line
- 🌀 receiving a copy of the interpretive report
- 🌀 engaging in a personal debriefing from a coach over the phone
- 🌀 creating, with your coach, an International Development Planner

Example Case

It has been used with over 200 expatriates in a European based global automotive supplier as a key to improving their success in international mobility. It has helped both to increase the self-awareness managers have as well as the resources they bring when moving into an unfamiliar cultural environment. Each candidate goes through the following 4 steps:

1. Completing the questionnaire on-line within a week of initial contact
2. Getting feedback documentation and scheduling a telephone feedback within two weeks of completion
3. Receiving a one-hour telephone feedback session which identifies 3 or 4 areas of development
4. Getting email support from the coach in completing an International Development Planner with key action steps, linked to understanding and adapting to the new cultural environment.

Comments from some users in the above organisation:

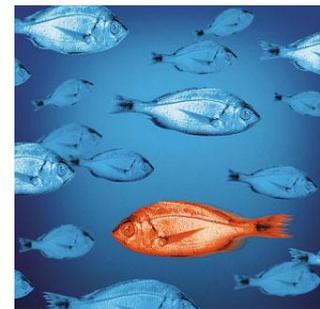
“A short overview of aspects of my work which have been unmeasured so far”

“I started to think more about how to act in a cross-cultural work situations...a fast and effective procedure ”

“A clear method regarding a complex theme to identify strengths and weaknesses in order to get a good overview of what to work on in practical terms...it was an eye opener”



The International Profiler is a questionnaire and feedback tool that has been developed to help managers and professionals understand where they put the behavioural emphasis when working internationally. It helps to raise their awareness of potential areas in which they may require further development, and suggests actions they can take to fill these gaps



For more information about The International Profiler and our other products, please visit our website www.worldwork.biz

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