

INTERCULTURAL EFFECTIVENESS SCALE
EXCESSIVE USE OF STRENGTHS

	LOW	STANDARD DEFINITION	HIGH	EXCESSIVE USE
SELF-AWARENESS	Unconcerned about knowing oneself or how own behavior affects others; uninterested in reflecting on or trying to understand own experiences	Awareness of oneself, own values, beliefs, capabilities, and limitations as well as an understanding of how own beliefs, capabilities, and limitations impact others	Aware of own values, strengths, limitations, and behaviors along with their impact on others; continually evaluates oneself and own impact	Over-analyzes own behavior to the extent of becoming almost paralyzed and afraid to act; may behave in a stilted or cautious manner rather than naturally and genuinely
EXPLORATION	Prefers to maintain current habits, traditions, and ways of thinking; exhibits little or no interest in actively exploring other ways or ideas	Disposition to look at new and different experiences as opportunities for variety, change, and learning	Open and curious about new things; energetically pursues an understanding of new ideas, possibilities, and experiences	Continually bounces from one new interest to the next without achieving depth or getting traction on any pursuit
WORLD ORIENTATION	Avoids foreign things; very insular when it comes to international events	Natural interest in and curiosity about foreign countries, cultures, and geography, as well as current world and international events	Intense interest in traveling abroad and learning about foreign places; strives to stay current on world and international events	Takes more interest in global affairs than what is happening at home; may flaunt cosmopolitanism in a way that denigrates others
RELATIONSHIP DEVELOPMENT	Puts very little effort into interacting with or developing friendships with people who are different from oneself	Willingness to take the initiative to meet and engage others in interactions, including strangers from other cultures	Interested in developing and maintaining friendships with people who are different and engaging them in interesting conversations	Spends a disproportionate amount of time interacting with people from other cultures while ignoring people from own culture; “goes native”
POSITIVE REGARD	Makes snap judgments about situations or people; reluctant to change those conclusions	Willingness to withhold or suspend negative judgments about situations or people	Waits to understand the situation or person before making a judgment	Waits too long before making any judgments; may come across as conflict-averse
EMOTIONAL RESILIENCE	Finds it difficult to handle psychologically and emotionally challenging experiences; takes a long time to recover from such experiences	Emotional strength and ability to cope well with setbacks, mistakes, or frustrations	Responds with emotional resilience to potentially challenging and frustrating situations; recovers quickly from difficult or challenging experiences	Extreme resilience may be taken advantage by others who continue making excessive or abusive demands; continual rebounding may take an inner toll