

We would like to use the following to replace the two pages on the services landing page – (1. Intercultural Solutions to replace “Intercultural training” and 2. Global Competency Solutions to replace “E-Learning Solutions”)

Services

CULTURAL AWARENESS INTERNATIONAL SERVICES

We provide hands-on relocation and destination services and intercultural training to employees and their families from corporations all over the world. Our dependable, comprehensive network of partners in hundreds of cities across the globe help us provide solutions to corporations. This allows them to maximize their effectiveness, increase their productivity, and impact their global team partners around the world.

We have fourteen multilingual employees and more than 450 global affiliates worldwide. We have clients in most countries, with a focus in Europe, Asia, Middle East, Africa, North America, and South America.

Intercultural Solutions (Link to [page](#))

ASSIGNEE SUPPORT SERVICES: RELOCATION WITHOUT BORDERS™ (PAGE DESCRIPTION)

We offer various intercultural programs to assignees and their families who will move to work abroad. The intercultural programs range from half a day to two days.

Our services are designed to target the needs of the corporation, the assignee on assignment, and their family. Our value proposition is to provide assignees with the critical support they need to transition smoothly into their new country.

WHY ARE WE DIFFERENT?

Unlike other firms, we have highly experienced experts who work closely with key stakeholders, sponsors, and personnel to recognize their most urgent needs and then create customized solutions.

[Living and Working \(Link to page\)](#)

[Global Leader \(Link to page\)](#)

[Teen Abroad \(Link to page\)](#)

[Coming Home / Repatriation \(Link to page\)](#)

The definitions for each description above are below.

LIVING & WORKING™ (PAGE DESCRIPTION) –

Our Living and Working programs are one or two-day interactive training sessions for the assignee and their family who is relocating. These programs review cultural differences between home and host countries. The Living and Working programs focus on communication, social interactions, and business ethics and protocol that help build critical skills for the assignee's success.

Commented [T1]: Page Link: Cultural Awareness Services

– <https://culturalawareness.com/service>

Title: Cultural Awareness International Services

Meta: “Cultural Awareness International offers hands-on relocation and destination services and intercultural training to employees and their families from corporations all over the world.”

Keywords: Cultural Awareness, CAI, global, destination, services, training, employees, countries, language, learning, tools, solutions, international, global management training, relocation service, international services

Commented [T2]: Page Link: Intercultural Solution –

Title: Cultural Awareness International Intercultural Solutions

Meta: “Cultural Awareness International offers relocation services to the assignee and their spouse and separate programs for the children in the family. The programs will help the family integrate into their new culture without any problems.”

Keywords: Cultural Awareness International, CAI, relocation services, interactive training sessions, relocating, youth abroad, teen abroad, repatriation, children moving overseas, intercultural programs, new country, cultural competency.

Commented [DZ3]: NARRATIVE:

•Mark, an executive, can have a half-day, highly personalized “Leading across Borders” coaching session in a business lounge at Buenos Aires Airport. [pic]

•A group of 25 Boston-based software engineers, who are constantly exchanging e-mails and phone calls with their colleagues in Bangalore can have a one-day “Doing Business with India” training course. [pic]

Commented [T4]: Page Link: Living and Working –

Title: Cultural Awareness International Living and Working Programs

Meta: “One or two-day interactive training sessions for the assignee and their families. The programs review cultural differences between home and host countries.”

Keywords: Cultural Awareness International, CAI, cultural competency, relocation services, relocating, host countries, cultural differences, multicultural environment, multicultural, global business, new culture

What will they gain?

- Assignees who work in a multicultural environment build more effective and trusting relationships – a key ingredient in global business success.
- Assignees apply new strategies and skills to accelerate the completion of assignment objectives.
- Assignees and families develop greater confidence to transition effectively into a new culture and environment.

* Separate “Living” or “Working” Programs available

THE GLOBAL LEADER™ (PAGE DESCRIPTION) –

Our Global Leader programs are designed to encompass the everyday challenges of living and working in a new country, as well as meeting the specific needs of global managers and business leaders.

We take the time to focus on the needs of the assignee; the program defines global leader attributes and cultural skills for team effectiveness. The course touches on key managerial issues from a cultural perspective to address the assignee’s specific needs for success in their new role and country. Some examples of issues a manager might need help with in a different culture include:

- How to offer reward and recognition
- How to give feedback
- How to manage and resolve cultural conflict.

Your assignee will interact in sessions complete with skill building exercises, application exercises, and case studies; this is available to both the assignee and their spouse. Our Global Leader programs also help the assignee develop a plan of action to ensure continued success on their assignment.

YOUTH/TEEN ABROAD™ (PAGE DESCRIPTION) –

Our Youth programs are geared specifically for young children who will move overseas. These programs focus on helping the children adjust to their new culture, feel comfortable about building new relationships, and how to say good-bye to family and friends.

What are the benefits of the youth programs?

- The children obtain support and skills to transition with ease and self-assurance
- The children develop a healthy and secure perspective about their new home country and culture
- The parents recognize the educational value the youth program offers to their children
- The parents can also, discover alternative ways to make their family’s relocation less stressful and more successful.

COMING HOME™ (PAGE DESCRIPTION) –

Our Coming Home programs are designed to ease the challenges of repatriating, or returning to a home country, from an international assignment. The program focuses on helping the individuals and their families manage the confusion and anxiety that can be experienced upon repatriating.

Why take a Coming Home Program?

The coming home program is beneficial because it:

- Reduces productivity loss that often occurs when an assignee repatriates

Commented [DZ5]: NARRATIVE:

•Angie, a middle manager, and her family of four, who are relocating from Perth, Australia to Perth, Scotland can have a two-day “Living and Working in Scotland” orientation program. [pic]

•An eight-nation project team that is meeting for the first and only time in Shanghai can have a three-day “Global Synergy” interactive workshop. [pic]

Commented [T6]: Page Link: The Global Leader --

Title: Cultural Awareness International Global Leader Program

Meta: “The program is designed to encompass the everyday challenges of living and working in a new country.”

Keywords: Cultural Awareness International, CAI, cultural competency, cultural skills, managerial issues, reward and recognition, cultural conflict, skill building exercises, cultural differences

Commented [DZ7]: NARRATIVE: “With CAI’s youth programs, Maria doesn’t have to worry about her two daughters making new friends when they move to Tokyo; she knows the girls will be making friends in no time”

Commented [T8]: Page Link: Youth/Teen Abroad --

Title: Cultural Awareness International Youth/Teen Abroad Programs

Meta: “The programs help the children adjust to their new culture and home with ease.”

Keywords: Cultural Awareness International, CAI, cultural competency, cultural skills, youth abroad, teen abroad, new culture, new home country, more overseas, young children, support, skills.

Commented [T9]: Page Link: Coming Home --

Title: Cultural Awareness International Coming Home Program

Meta: “The program is designed to make it easier to repatriate, or return to a home country.”

Keywords: Cultural Awareness International, CAI, cultural competency, repatriate, repatriation, repatriating, home country, international assignment, coming home, confusion, anxiety

- Applies international expertise the assignee learned on assignment
- Gives assignees and family members a platform to feel more comfortable and productive upon re-entry

Destination Services [\(Link\)](#)

Relocating your assignees across cultural and geographic boundaries creates multiple opportunities for success or failure. We recognize the cost associated with relocation, which is why our programs are designed to help minimize assignment failures, lower fatigue, increase assignee productivity, and assist you with a healthier adjustment. From the big picture to the smallest detail, our highly seasoned experts understand every aspect of the relocation process and can prepare your team for success.

LOOK-SEE TRIPS

Any move, whether domestic or international is often a cause of stress and anxiety. Our customized “In Country Briefing and Orientation Tour” introduces the city to the assignee going on assignment and shows them the positive aspects of living in a new location or country. Within our tour, the assignee will be able to view housing based on the individual/family requirements, schools, medical facilities, shopping, community resources, and more.

Taking this tour is beneficial because it:

- Reduces apprehension and stress the assignee can feel
- Gives the assignee the opportunity to make informed decisions
- Increases the chances that the assignee will accept the overseas assignment.
- Allows the assignee to envision a positive living experience in a new environment

For additional information on our customized services, please contact us.

AREA AND ORIENTATION TOURS

Our Area and Orientation Tour is more detailed and targeted to the areas that the family is most likely to frequent. The tour also shows the family how to move around the city quickly and safely.

The Area and Orientation Tour is beneficial to the assignee and their family because it:

- Allows them a personalized tour that is specifically created to fit their needs
- Gives them confidence to move around the new city
- Gives them realistic guidance by local professional trained experts
- Answers their questions in person
- Shows them a positive living experience in their new environment.

For additional information on our customized services, please contact us.

HOME SEARCH ASSISTANCE

At CAI, we adhere to all corporate relocation policy. Our Destination Services Consultant will assist your transferring assignee with the Home Search process.

Our seasoned professional consultants will research, select, schedule, and accompany the assignee/family to view properties that meet their requirements. Our consultants will negotiate the best

Commented [T10]: Page Link: Destination Services --
Title: Cultural Awareness International Destination Services

Meta: “Cultural Awareness International (CAI) helps relocate employees and families across cultural and geographic boundaries. CAI also offers tours, home search assistance, spouse/partner programs, repatriation services, and more for employees who will be moving.”

Keywords: Cultural Awareness International, CAI, relocation, relocation services, domestic and international, area orientation tours, settling-in services, home search assistance, repatriation services, tours, family, assignment, coordination of household goods, departure, disconnect, assistance.

possible terms and conduct a thorough inventory walkthrough. They will explain the condition of the property and assist with utilities, phone lines, and data lines.

Our Home Search Assistance Program is beneficial because our local experts:

- have current knowledge of the housing market, schools, safety, neighborhoods, and more
- can lease terms including diplomatic or early termination clause
- offer a rewarding experience with assignee focus and time well spent
- ensure easy departure / return deposit with inventory and documentation

For additional information on our customized services, please contact us.

SETTLING-IN SERVICES

Our Settling-In Services address a numerous amount of personal and family needs, such as assistance with education/schools, local registration with authorities, opening a bank account, and obtaining a driver's license. The Settling-In Services also familiarize the assignee with local resources and amenities, such as emergency facilities, doctor offices, shopping centers, entertainment spots, transportation resources, and more! We also address their areas of interest and concern, and we make sure the family feels comfortable and confident to begin their new adventure.

Our settling-in services are beneficial because:

- The assignee and their family can integrate into the new community quickly and smoothly
- The assignee can concentrate on work knowing their family is receiving valuable support
- The assignee is relieved of stress during the transitional period

For additional information on our customized services, please contact us.

SPOUSE/PARTNER PROGRAM

In today's global marketplace, major adjustments need to be made when a spouse/partner accompanies an expatriate, or a person who lives outside their native country, to a new job location. Our Spouse/Partner Assistance Programs include continuing education, community involvement, networking and volunteer opportunities, and comprehensive Career Counseling Programs. The comprehensive career programs include market research, pre-qualified target lists, and job leads.

Benefits of the Spouse/Partner Program

- Invests in the assignee's commitment to the new office
- Enhances spouse/partner and assignee satisfaction
- Promotes favorable adjustment in the new city
- Provides clear understanding of the options available
- Reduces overall family stress during the transition

For additional information on our customized services, please contact us.

DEPARTURE/DISCONNECT ASSISTANCE

Assisting in the final phases of an expatriate assignment is a critical, but often overlooked piece. The challenge for an expatriate is to find the balance between anticipating the move and the time-consuming details of departure. At CAI, we will take care of the details like the termination of the

tenancy agreement, monitoring legal and financial transactions, assisting with the termination of utility contracts, coordinating professional cleaning and repairs if required, and completing a final inventory check out with the landlord.

Why is it important?

- The assignee has more time to conclude business and prepare for new responsibilities
- We ensure all local requirements are met prior to the assignee leaving their current home
- A smooth hand over of the property and return of the security deposit is guaranteed
- The family is free to prepare and organize their relocation in a less stressful manner

For additional information on our customized services, please contact us.

REPATRIATION SERVICES

The repatriation process is one of the most unexpected challenges faced by expatriates and their families. Our customized repatriation services provide the right amount of support to ensure the family is not overwhelmed. Whether returning to the family home or finding a new home, our seasoned consultants will assist as needed, and they will provide guidance and support as the family returns to their community.

Repatriation services are important because the:

- Family settles quickly and smoothly
- Assignee can concentrate on work knowing their family is receiving valuable support
- Assignee is not overwhelmed with stress during the transition

For additional information on our customized services, please contact us.

COORDINATION OF HOUSEHOLD GOODS

Our program is designed to make the assignee's move successful and efficient. Our Global Account Coordinators monitor every move and verify that each stage, from packing and loading at the home or host location, to delivery at final destination, is handled by professional crews. Our program:

- Ensures all home and host requirements are understood
- Reduces shipping costs through CAI's quantity discounts
- Includes single point of contact for all aspects of the move
- Allows the assignee and family to focus on preparations for their relocation

For additional information on our customized services, please contact us.

COMPREHENSIVE FULL SERVICE

Our "Full Service" program ensures the needs of the entire family are met, joining the new community is smooth and effective, and the assignee's productivity is not troubled by the stresses of an international move.

This comprehensive package includes the Look-See Trip, Home Search Assistance, Settling-In Services, and Area and Orientation Tours. This package is beneficial because it:

- Incorporates all of the benefits outlined in the services listed above

- Avoids redundancies in services, making it cost-effective
- Gives single point of contact for all services
- Fits the needs of the entire family
- Provides support from the beginning of the relocation process through completion of the assignment

For additional information on our customized services, please contact us.

Language Services: We Can Train in Any Country and for Any Language

Our highly qualified instructors are flexible about the location, day of the week, and hours of instruction. We also offer options for instruction to take place 1-on-1, in a small group, or via remote access.

We offer the following language services:

FACE-TO-FACE TRAINING

We provide language courses wherever our clients are; this is extended to families, partners, children, individuals, and small groups in any location chosen by the student.

ONLINE PRIVATE COURSE

At CAI, we offer affordable online solutions, which can be combined with face-to-face training. Personal courses via an online platform so that classes can continue any place and any time.

ESL

Our ESL classes improve students' abilities to communicate in all aspects of language, for example:

- Listening
- Speaking
- Reading
- Writing

ACCENT REDUCTION

Personalized accent reduction benefits any diverse workforce to speak English with clarity and precision, helping to minimize communication barriers.

We create a supportive, collaborative learning environment, where students learn in a comfortable and inspiring setting. With our personalized approach, students can learn at their own pace. We customize each of our programs to the needs of the individual following a detailed assessment.

Commented [T11]: Page Link: Language Services -- <https://culturalawareness.com/services/language-services/>

Title: Language Services

Meta: "Cultural Awareness International offers face-to-face training, online private courses, ESL, and accent reduction. Language training is an important part of increased cultural awareness."

Keywords: Cultural Awareness International, CAI, language services, learn a language, online language courses, ESL, private language courses, language training, accent reduction, face-to-face language learning, in-person language learning

Commented [DZ12]: BLURB: Enhance your English language skills to communicate effectively at work and beyond!

Global Competency Solutions: Cultures without Borders™

At CAI, we offer “Culture Without Borders” a series of active business briefings, coaching, and training programs. These sessions are beneficial in helping individuals and groups involved in multi-cultural or global teams communicate and work in an effective way.

DOING BUSINESS WHILE WORKING & COMMUNICATING EFFECTIVELY

Our instructor led session is designed for participants who are working cross-culturally with their counterparts. Participants will develop strategies and tools to work more successfully.

What will this session consist of?

- The ability to grow your business skills through an understanding of the cultural factors that shape current business customs/ practices and identifying how cultural differences can affect business relationships.
- Our belief in the importance of hierarchy, relationship skills, sense of time, and managing conflicts within cultural contexts.

DEVELOPING CULTURAL COMPETENCY

In our program, interactive sections introduce the meaning and significance of culture as well as relevant work/lifestyles across the globe. An introductory program focusing on the theories of culture and skill development.

Topics we address include:

- How we can work with specific cultures and how these differences impact our understanding and sensitivities
- The major differences in global organizations, rankings, cultures, and values
- Relevance in social structure, gender roles, communication, relationship skills, global phone, online etiquette, etc.
- The significance of conflict resolution and problem solving while comparing a variety of cultures

CULTURAL DIFFERENCES: UNDERSTANDING

We will take in this workshop to discuss the finer details of working with a specific region/culture. In order to impact the participant’s understanding, sensitivities, and work style, we will provide a deeper learning through...

- Social structure, communication, relationship skills, and real-life experiences, which make this program an invaluable tool
- Culture-specific information, the significance of religion, customized exercises, and critical incidents to develop skills and build awareness

The unique opportunity for participants to create individual or group critical incidents allows for greater awareness of workplace social differences and demands.

Commented [DZ13]: BLURB:

No matter where you go, there are no borders on what CAI’s programs can do for you!

Commented [T14]:

Page Link: Global Competency Solutions --

Title: Global Competency Solutions

Meta: “Cultural Awareness International offers briefings, coaching, and training programs beneficial to developing skills towards working in multicultural work environments.”

Keywords: CAI, Cultural Awareness International, culture, multicultural, differences, business, diversity, inclusion, conflict, global, skill development,

Commented [T15]: Page Link: Doing Business --

Title: Doing Business

Meta: “Our instructor led session is designed for participants who are working cross-culturally with their counterparts. Participants will develop strategies and tools to work more successfully.”

Keywords: CAI, Cultural Awareness International, Communicating, Effectively, session, business skills, cultural factors, differences

Commented [T16]: Page Link: Developing Cultural Competency --

Title: Developing Cultural Competency

Meta: “In our program, interactive sections introduce the meaning and significance of culture as well as relevant work/lifestyles across the globe. An introductory program focusing on the theories of culture and skill development.”

Keywords: CAI, Cultural Awareness International, lifestyle, cultures, social structure, gender roles, communication, relationship skills, global, conflict, resolution, problem solving, variety

Commented [T17]: Page Link: Cultural Differences: Understanding --

Title: Cultural Differences

Meta: The workshop will discuss the finer details of work in a specific region/culture to allow for greater awareness of workplace social differences and demands.

Keywords: Cultural Awareness International, CAI, Social structure, communication, relationship skills, real-life experiences, workshop, region, culture, work style, tool, program, exercises, incidents, skills, awareness, critical incidents, religion

DIVERSITY & INCLUSION

How to promote inclusion for diverse work environments?

This program allows you to...

- Understand how diversity and inclusion increase individual and business performance
- Communicate more efficiently across differences
- Effectively lead and manage a diverse workforce to increase performance and help achieve key business objectives as a leader

E-Learning: Virtual Solutions

The following online sessions are made to ensure cultural skills and are suitable for the Business Traveler, Short-Term Assignee, and the Budget Conscious consumer.

CULTURAL SUPPORT

In this 2-hour virtual session, we give a detailed overview of the host location for the assignee. Once connected, our experts are able to target any questions or concerns of the upcoming trip, in addition to offering guidance on any possible cultural difficulties.

WEBINARS

At CAI, we offer customized sessions lasting up to 2-hours that can be enjoyed in the comfort of a home or office. Webinar topics vary and can be developed in other areas upon request.

Some themes are:

- “Managing Transitions on International Assignment”
- “Cultural Awareness: A Primer for International Assignees”
- “Expat Briefing: High-level Overview of Doing Business in

Webinars can also be opened to non-relocating participants to build awareness and develop talent for global business.

E-LEARNING

For convenience, we provide a leading e-learning tool to offer greater flexibility and enhanced outcomes. Blended learning (Instructor Led Training coupled with E-Learning) allows assignees to judge their cultural workstyle preference, provides easier access, pre-session preparation and post-session support for the ultimate sustainability of skills.

What does our tool offer?

- Comprehensive, self-directed Global Business Skill e-learning options
- Interactive learning tracks and tools
- Tactical solutions for business and social situations for 160+ countries
- Single Sign On options available to increase ease of use
- Learning can continue with complementary access to the tool's mobile app
- Multi-lingual options

Commented [T18]: Page Link: Diversity and Inclusion --
Title: Diversity and Inclusion

Meta: “Cultural Awareness International gives greater insight on how to promote inclusion in diverse work environments.”

Keywords: Cultural Awareness International, CAI, diversity, inclusion, communicate, performance, workforce, business objectives, leader, lead, manage

Commented [DZ19]: NARRATIVE: In between dropping off her kids at school, Debra is able to check today's lesson plan from the convenience of her phone with CAI's mobile app. [PHOTO: woman with kids – maybe a building in the background]

Commented [T20]: Page Link: E-Learning --
Title: E-Learning: Virtual Solutions

Meta: Cultural Awareness International includes online sessions where participants can enhance their cultural skills from home or in an office.

Keywords: Cultural Awareness International, CAI, online, e-learning, virtual, customized, cultural support, webinars, themes, global business, non-relocating, relocating, participants, talent, post-session, pre-session, blended learning, flexibility, easier access, self-directed, instructor led training, tracks and tools, multilingual, mobile app

Commented [ZD21]: Non-interactive Display

Commented [ZD22]: Icon: Tools

Commented [ZD23]: Icon: Map

Commented [ZD24]: Icon: Computer

Commented [ZD25]: Icon: Phone

Commented [ZD26]: Icon: Mouth/Speech

Coaching & Leadership Development

We recommend coaching for those of you who are team leaders seeking more support in critical project challenges that may harm your success.

COACHING

AT CAI, we believe cultural competency development is a process *NOT* an event. Individual team members and key team leaders may need on-going support to build a skills and solutions for addressing cross-cultural business challenges.

LEADERSHIP DEVELOPMENT

Our executive coaching program is designed for executive level managers/leaders who are working in a global capacity.

Topics may include defining global leadership and its key attributes, assessing the critical factors leading to team effectiveness, managing conflict appropriately within the cultural context and multicultural coaching.

Participants will develop action plans to enhance the attributes, skills, and competencies that will allow them to succeed as a global leader.

Additional living component available upon request.

Once completed you will be able to...

- work one-on-one with an experienced intercultural coach to target specific challenges and obstacles.
- Identify and resolve the cultural differences that impact successful project completion.
- Maximize your corporate goals and objectives

Assessment Tools:

Assessment Tools (Page Description): **Needs Definition**

GLOBAL COMPETENCE APTITUDE ASSESSMENT (GCAA):

GCAA offers a visual representation of the knowledge, skills, and attitudes necessary for global competence. Beginning at the core is Self-Awareness, which is the ability to know yourself and how you fit into your own culture. This tool is used in conjunction with coaching and training to develop a pool of candidates for future international assignments as well as for developing global leaders. This culmination of skills is shown as you modify your outward behavior (Intercultural Capability) and interact collaboratively and effectively in cross-cultural situations (Collaboration Across Cultures).

Commented [DZ27]: NARRATIVE: Aditya has trouble communicating in a new work environment, but out coaches are present in building his intercultural skills.

Commented [T28]: Page Link: Coaching and Leadership Development –

Title: Coaching and Leadership Development

Meta: Cultural Awareness International recommends coaching for those who are team leaders seeking more support in critical project challenges that may harm the success of business.

Keywords: Cultural Awareness International, CAI, Leadership Development, cultural competency development, cross-cultural, global capacity, global leader, one-on-one, intercultural coach, corporate goals and objectives, team effectiveness, managing conflict, executive coach program, manager/leaders, living component

Commented [T29]: Page Link: Assessment Tools –

Title: Cultural Awareness International Assessment Tools
Meta: “Page needs definition”

Keywords: Cultural Awareness International, CAI, cultural competency, assessment tools, global competence aptitude assessment, assessment, self awareness, international assignments, culture, cross cultural, coaching, training, developing global leaders, intercultural capability, developmental model, intercultural competence,

The Global Competence Model™

- The green sections of the model relate to the personal trait and attitudinal drivers of Global Competence, called **Internal Readiness Aptitudes**.
 - The darker green layer reflects how you approach people and situations.
- The blue sections, which highlight your acquired knowledge through education or life experiences, represent the **External Readiness Aptitudes**.
 - The lighter blue ring represents the additional skills typically acquired through formal and continuous instruction in subjects such as history, geography, and world cultures.
 - The darker blue ring reflects the people skills you develop through your life experiences, and your ability to apply the knowledge gained to personal interactions.

Commented [VI30]: Will need to see if there is a section for "light green"

Commented [VI31]: infographic

THE INTERCULTURAL ADAPTABILITY INVENTORY® (IDI®)

The Intercultural Adaptability Inventory, or IAI, is a reliable measure of intercultural competence adapted from the Developmental Model of Intercultural Sensitivity. The IAI is a 50-item, theory-based assessment that can be taken online or in paper and pencil form. The assessment is easy to complete, and it generates an in-depth profile of an individual or group's level of intercultural competence. This assessment tool is ideal for critical stakeholders or executives who would like to identify their strengths and learn what is needed to accomplish their professional goals further. The assessment is administered by one of our certified facilitators and is followed by a coaching and skill development session. (Minimum of two hours.) The IAI can be used to assess the effectiveness of various interventions and research purposes within your organization.

Currently, the IAI is in twelve languages:

- Bahasa Indonesian,
- English,
- French,
- German,
- Italian,
- Portuguese,
- Spanish,
- Russian,
- Korean,
- Japanese, and
- Chinese).

The IDI allows for:

- Individual assessment in coaching and counseling situations
- Group analysis in teambuilding efforts
- Organizational-wide needs assessment for training design