

helping global people grow

CSAI-H HUMANITARIAN REPORT

PREPARED FOR

JAMES FURST

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BY LEONARD J. CERNY II, PH.D. AND DAVID S. SMITH, PH.D.
IN CONSULTATION WITH HANS RITSCHARD, PH.D.

This report is based on your answers to the CSAI™ questionnaire. It includes information about your personal experience of intercultural life, how you see yourself, and how you compare to other expatriates facing the challenges of intercultural work, study, and living. The goal of this report is to provide a snapshot of your current experience, one that will help you to better understand yourself and achieve your own personal objectives.

DESCRIPTIVE INFORMATION

You describe yourself as a married, 31-year-old male from Canada who has been living cross-culturally in Turkey for 24 months. You have a total of 2 years of cross-cultural experience. The cross-cultural work role you identified is Team Member and your educational level is Bachelor's Degree. You have two children. Your two children are ages 1 and 3.

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YOUR APPROACH TO THE QUESTIONNAIRE

There are certain ways in which most people respond to the CSAI™. For example, most people report an awareness of strengths and challenges in various areas of intercultural adjustment and coping. Substantial departures from general tendencies can affect the validity of the information presented in this report. Your style of responding may also reveal some helpful things about your personal experiences and situations. Therefore, your responses are first screened for indications of unusual trends.

You responded to the questionnaire in a valid and revealing manner that demonstrated a balanced awareness of both strengths and challenges. Coaching will likely be able to readily affirm strengths and identify specific goals for growth and development.

CSAI™ RESULTS

Your CERNSMITH ADJUSTMENT INDEX© (CSAI™) is a highly reliable measure of current personal, social and cultural competencies interfacing with intercultural stressors. CSAI™ provides the best single indicator of overall adjustment and well-being. Your results are percent rank scores.

Overall intercultural challenges outweigh current coping skills, feeling stressed, possibly discouraged



Positive overall intercultural adjustment and coping skills, adequate resources, positive adaptation to culture

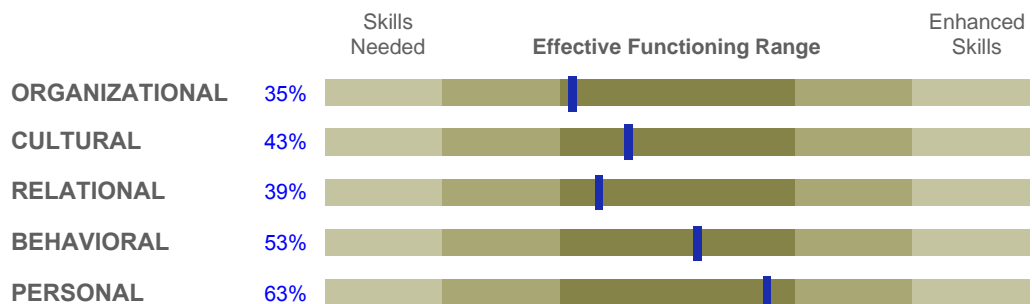
CSAI™ INTERCULTURAL SKILLS (ICS) DIAGRAM

CSAI™ research has identified 20 content scales grouped into 5 ICS domains. The Hierarchy for Global Success illustrates a progression of ICS domains. The Personal and Behavioral domains measure foundational personal skills (success managing yourself). The Relational, Cultural, and Organizational domains measure social and cultural skills (success interacting with others) as well as environmental demands.

Your answers to the questionnaire found that all domains demonstrate resourcefulness with the Personal domain being the most resourceful.

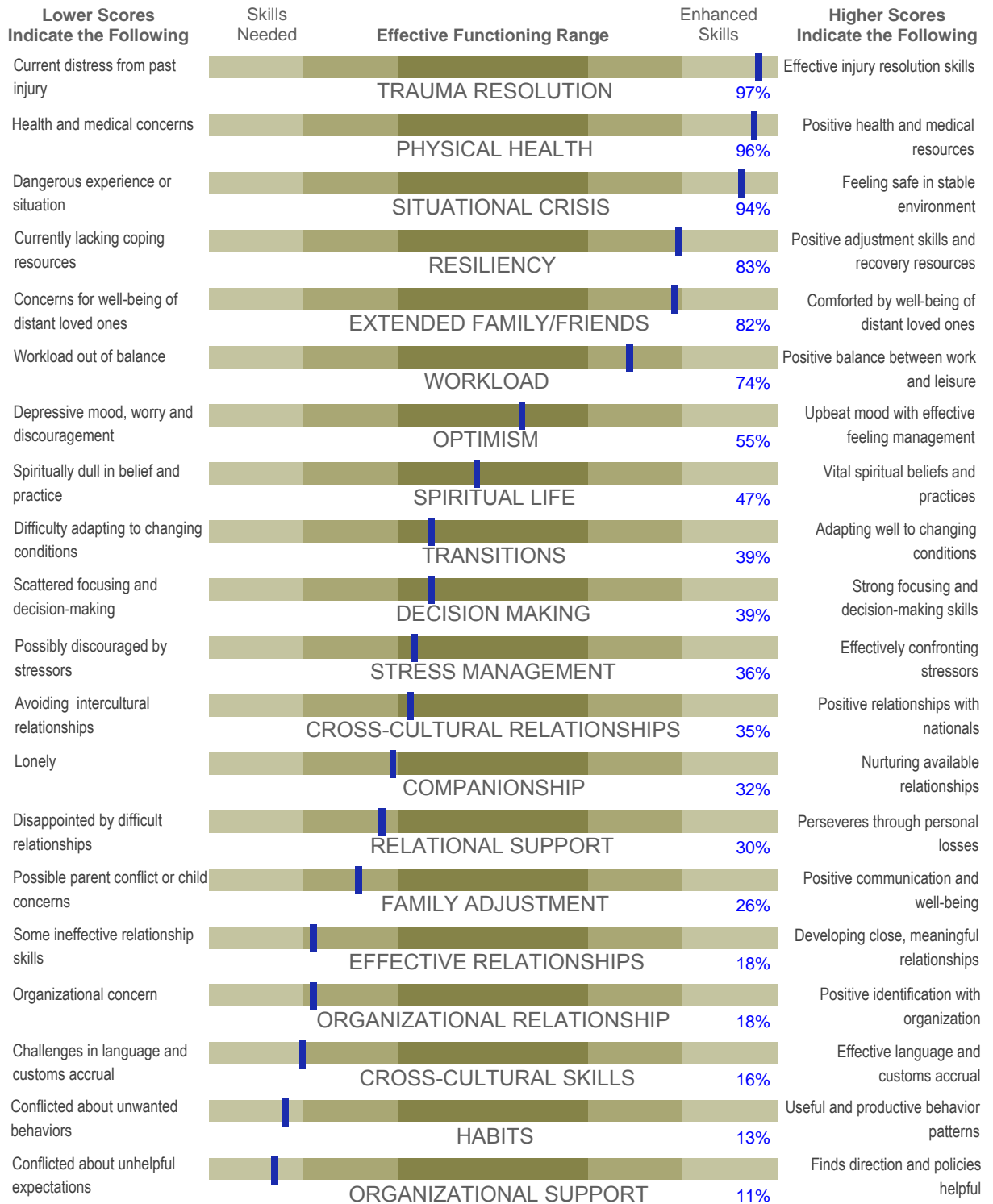


ICS DOMAIN RESULTS



SCALE ANALYSIS

The following chart orders your content scale results in a high to low format with brief descriptive comments. This allows you to identify strengths and challenges as your scale results are compared with an international norming group of 1133 expatriate workers, students, and family members who were living in 130 host countries and were from 46 different passport countries. For a detailed report with descriptors please refer to pages 8-10.



STRENGTHS

DESCRIPTORS AND SAMPLE BEHAVIORS FOR YOUR 3 HIGHEST SCALES

TRAUMA RESOLUTION 97% <i>Injury recovery skills</i>	PHYSICAL HEALTH 96% <i>Health and medical resources</i>	SITUATIONAL CRISIS 94% <i>A potentially dangerous situation</i>
<ul style="list-style-type: none"> • Be honest about past injuries and live in the present • Maintain self-control in the midst of distress • Avoid all or nothing thinking especially when under stress • Network with survivors who can understand and support 	<ul style="list-style-type: none"> • Maintain good physical health with regular checkups • Maintain network of best available medical support • Care for your body with exercise, rest, and nutrition • Know your physical limitations and respect them 	<ul style="list-style-type: none"> • Think clearly and stay focused under pressure • Develop safety and then explore other alternatives • Obtain objective wisdom in assessing danger • In long term crises beware of becoming overly desensitized

ENHANCING YOUR STRENGTHS

As you consider your 3 highest scales, what specific actions can you identify to further enhance them?

TRAUMA RESOLUTION 97%
Injury recovery skills

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.....

PHYSICAL HEALTH 96%
Health and medical resources

.....

.....

SITUATIONAL CRISIS 94%
A potentially dangerous situation

.....

.....

POSITIVE RESOURCE LIST

In the questionnaire you identified the following neutral or positive features of your expatriate experience:

Self care, adequate housing, adequate sleep, ability to relax, supervisor oversight, spiritual direction, feeling understood, reliable relationships, spiritual effectiveness, hopeful, appropriate agency expectations, concentration, comfortable with beliefs, feeling safe, feeling secure, healthy workload, coping skills, managing emotions, good memory, adequate pay, appreciating family and friends, organizational fit, adequate medical resources, flexible thinking, maintaining weight, agency policies, family health, parental cooperation, balanced workload, feeling rested, adjusting to gender roles, stable living conditions.

POSSIBLE STRESSORS

TYPED IN RESPONSES AND RATINGS

While taking the CSAI™, you were presented with potential stress areas, and invited to type in and rate specific stressors. You identified the following possible stressors and rated their significance.

POSSIBLE STRESSORS	TYPED IN RESPONSES	DISTRESS RATINGS
Relational stress can be defined as "problems in current relationships".	team leader	Quite A Bit
Spiritual stress can be defined as "spiritual belief and practice issues".	Purity of life	Quite A Bit
Organizational stress can be defined as "agency/team issues".	team leader	Quite A Bit
A crisis can be defined as "a short term, serious situation".	Language learning	Quite A Bit
Cultural stress can be defined as "getting needs met in new ways".	not understanding what we are supposed to do	Moderately
Occupational stress can be defined as "work pressures".	no supervisor	Moderately
Support stress can be defined as "lacking needed relationships and resources".	lack of language coach	Moderately
Psychological stress can be defined as "negative thoughts and feelings".		Not At All
Physical stress can be defined as "health issues".		Not At All
Historical stress can be defined as "troubling issues from the past".		Not At All

POSSIBLE DISTRESS ITEMS

If you selected "extreme distress" for any items when answering the questionnaire, they are listed below.

Leadership concerns, insensitivity of leaders.

CHALLENGES

DESCRIPTORS AND SAMPLE BEHAVIORS FOR YOUR 3 LOWEST SCALES

CROSS-CULTURAL SKILLS 16% <i>Basic language and customs accrual</i>	HABITS 13% <i>Positive behavior patterns</i>	ORGANIZATIONAL SUPPORT 11% <i>Helpful expectations and policies</i>
<ul style="list-style-type: none"> • Develop an encouraging language learning strategy • Find a cultural mentor who can become a safe, wise person • Enjoy learning and add to cultural competencies daily • Be open and humble during awkward times 	<ul style="list-style-type: none"> • Engage in wholesome habits that don't require secrets • Confront unrealistic expectations that may produce false guilt • Develop honesty and humility regarding weaknesses • Be educated and make smart choices regarding addictions 	<ul style="list-style-type: none"> • Build rapport by attending to relationships as well as tasks • Ask for help when needed • Base conclusions on accurate, documented data • Offer solutions when requesting change

CONFRONTING YOUR CHALLENGES

As you reflect on your lowest 3 scales, what specific actions can you identify to enhance them?

CROSS-CULTURAL SKILLS 16%
Basic language and customs accrual

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.....

.....

HABITS 13%
Positive behavior patterns

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.....

.....

ORGANIZATIONAL SUPPORT 11%
Helpful expectations and policies

.....

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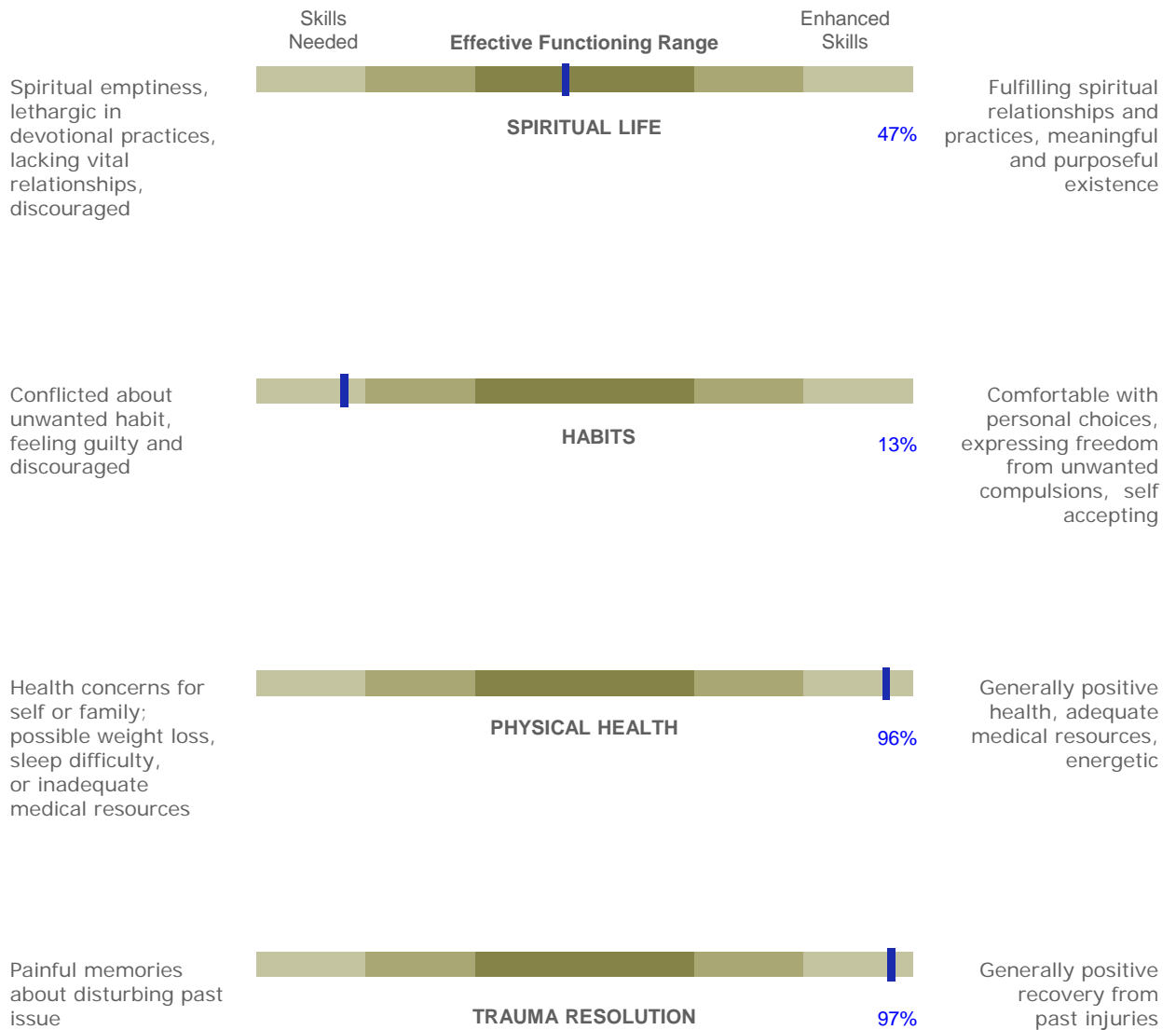
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ADDITIONAL COMMENTS:

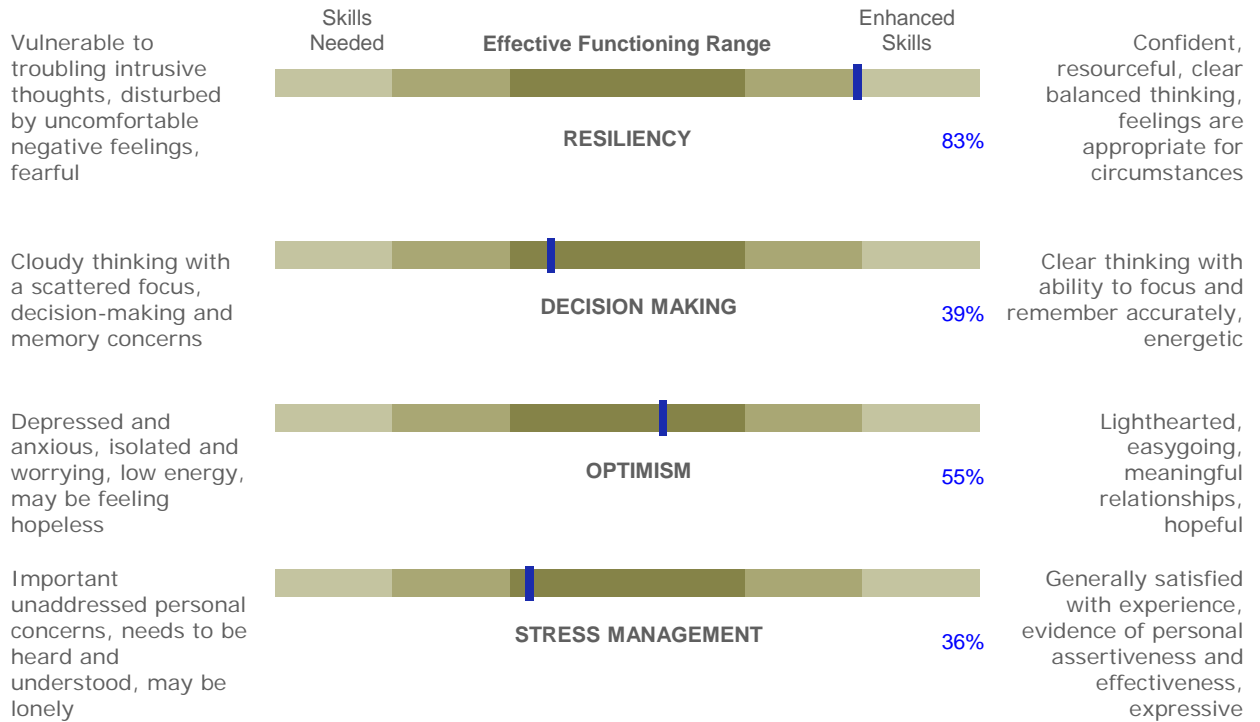
DETAILED REPORT WITH DESCRIPTORS

In this detailed report, 20 content scales are grouped in 5 ICS domains. High adjustment score descriptors (right side) and low adjustment descriptors (left side) are provided for each scale.

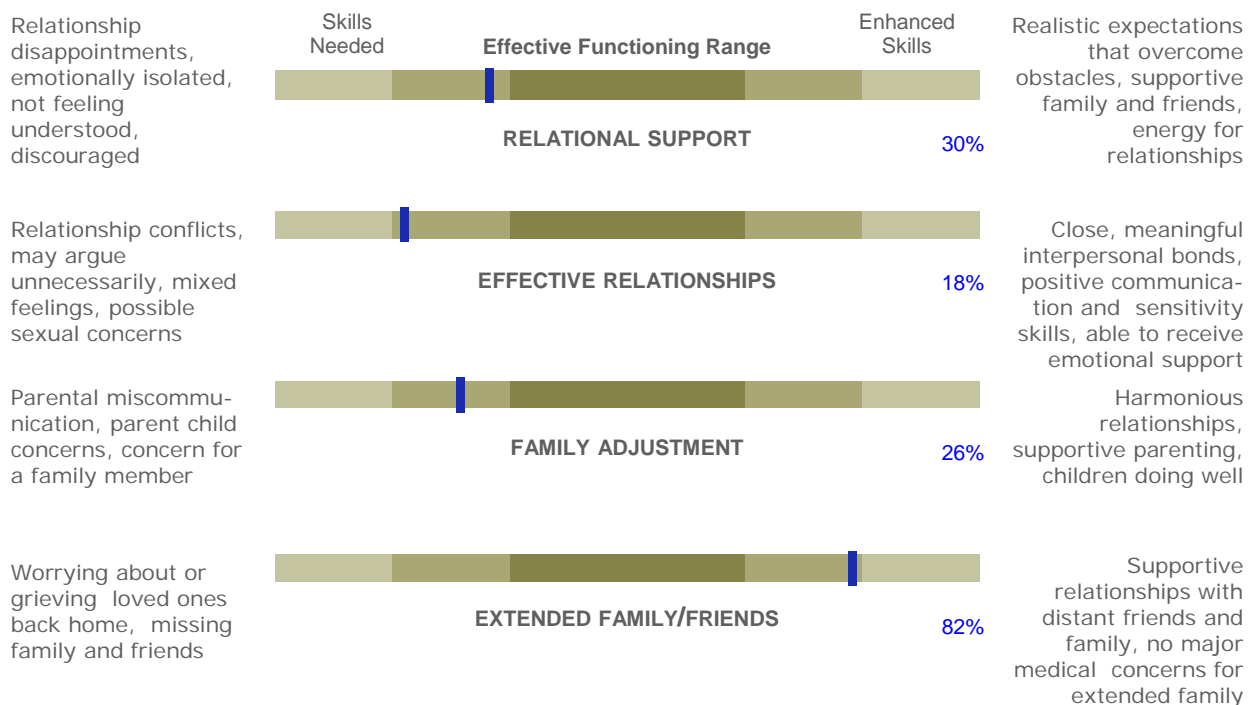
PERSONAL DOMAIN



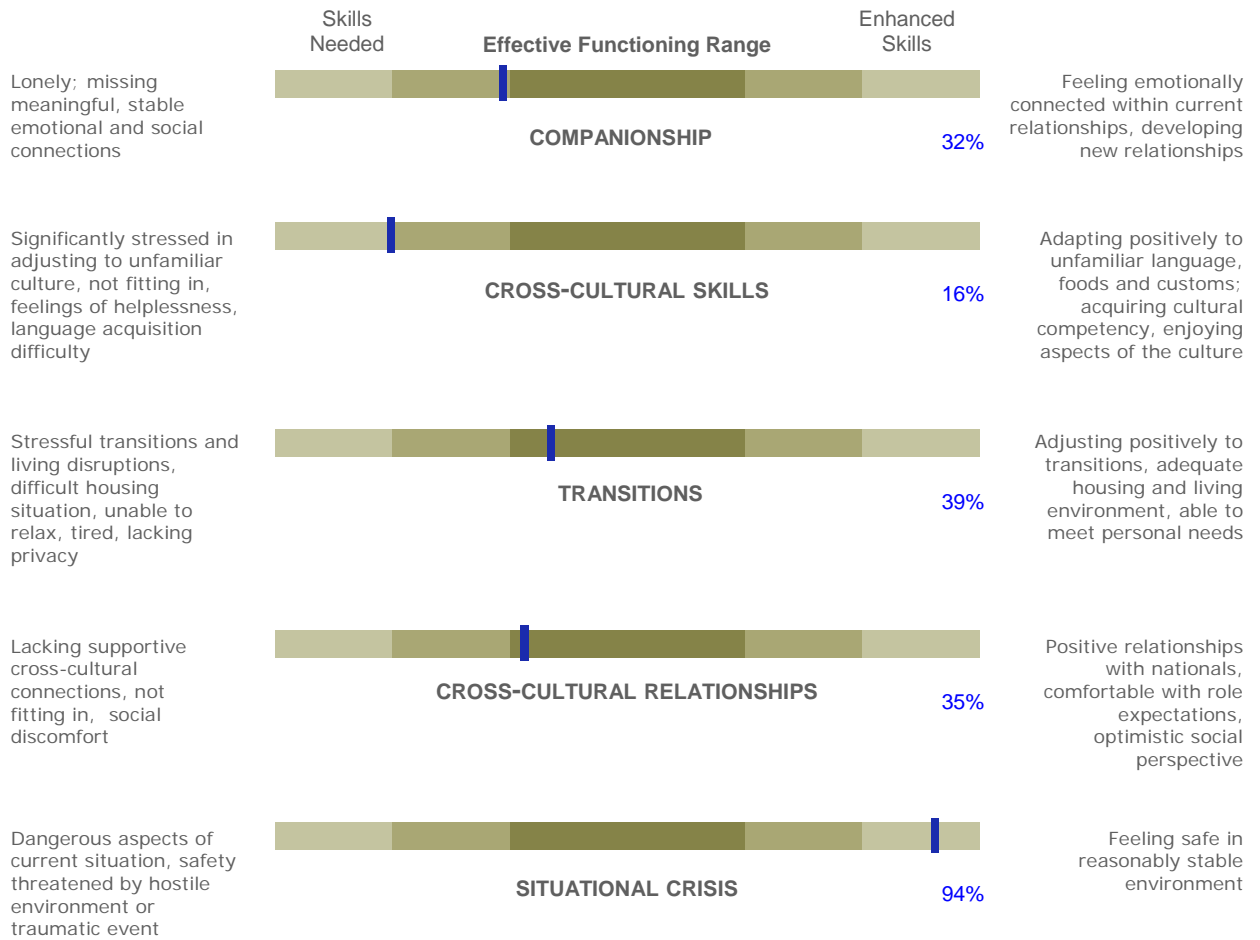
BEHAVIORAL DOMAIN



RELATIONAL DOMAIN



CULTURAL DOMAIN



ORGANIZATIONAL DOMAIN

