



Global Work
Styles Inventory

Individual Profile Report
ASSESSING PERSONAL WORK STYLES AND THEIR IMPLICATIONS
FOR WORKING GLOBALLY

Report Prepared for

NAME Stephanie M. Thomlinson

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SAMPLE REPORT ONLY



Global Work
Styles Inventory

Stephanie M. Thomlinson

1.	Time	Score	0	1	2	3	4	5	
		1.8							Single-focused/Fixed
		3.3							Multi-focused/Fluid
2.	Influence	Score	0	1	2	3	4	5	
		2							Inner-directed Control
		3							Outer-directed Control
3.	Approach	Score	0	1	2	3	4	5	
		2							Task
		3							Relationship Orientation
4.	Interaction	Score	0	1	2	3	4	5	
		2.3							Direct Communication
		2.8							Indirect Communication
5.	Identity	Score	0	1	2	3	4	5	
		2.8							Individual
		2.3							Group Orientation
6.	Power	Score	0	1	2	3	4	5	
		2							Equality
		3							Hierarchy
7.	Change	Score	0	1	2	3	4	5	
		2							Flexibility
		3							Stability
8.	Rules	Score	0	1	2	3	4	5	
		3.8							Universal
		1.3							Situational



Global Work
Styles Inventory

Name : Stephanie M. Thomlinson

Street1 : 1620 Any Street

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City : White Plains

State : NY

Zip : 10607

Company : XYZ Corporation

Nationality : United States

Gender : Female

Age : 46-50

Industry : Biotechnology

Job Type : Finance

Prior Overseas Living Experience : 1 - 3 years

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A Personal Profile of Global Work Styles

Introduction

The **Global Work Styles Inventory™ (GWSI)** is an individual assessment tool that provides a personal profile on eight different global work styles. **The Global Work Styles Inventory™** is a validated assessment tool based upon extensive anthropological research, global training and consulting experience by the authors.

The **GWSI** was developed as a tool for assessing personal work styles and their implications for working globally. Understanding your own personal or group work styles is the first step in working across cultures. Differences in global work styles can result in miscommunication, ineffective meetings and delays in meeting project deadlines.

The **GWSI** allows individuals and teams to analyze the implications of their personal or group work styles and develop action plans to improve specific business and management situations on a global basis. For example the GWSI can help you prepare for:

- international business results improvement
- global diversity initiatives
- improved team performance
- global leadership skill improvement
- successfully negotiating across cultures
- changes in your marketplace
- successful response to competitor initiatives
- overseas assignments

Description

The **GWSI** is a self-administered 96 question online assessment that takes approximately 35 to 50 minutes to complete. There are three types of questions. In Type One we will ask you to choose one of five corresponding statements that best represents your preference to the given business situation. In Type Two you will be asked to select the answer that best reflects how you behave at work. In Type Three, you will be asked to select the words or phrases that best apply to you. Upon completing the online questionnaire you will receive a personal profile of your selected global work styles across eight dimensions.

The **GWSI** provides a profile of your personal preferences along a continuum of global work styles. The results allow you to compare your preferences with the preferences of a customer, colleague or co-worker leading to greater understanding.

Identifying and understanding another person's work style preferences can assist you in strategizing how a person will behave, think or feel in a given business situation.

However, the **GWSI** needs to be self-validated by examining your own behaviors and the behaviors of others at work and in given business situation.

Utilization

The Global Work Styles Inventory can be used to:

- understand the impact of culture on global business
- prepare individuals and teams to meet the challenges of global business
- assist managers in leveraging cultural diversity for competitive advantage
- develop self-awareness of your own global work styles
- strategize ways to adapt behaviors or processes to improve individual or team performance

