



Global Work Styles Inventory™ 3.0

Cross-Cultural Capability & Work Style Summary SAMPLE REPORT

Assessing personal work styles and their implications for working globally.

REPORT PREPARED FOR:

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DATE OF REPORT:

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Cross-Cultural & Work Style Capability Summary Purpose

The Global Work Styles Inventory™ (GWSI) is an individual on-line assessment that provides executives, leaders and professionals with a clear profile relating to 8 core global work styles. Its purposes are to raise self-awareness, develop and improve your own cross-cultural abilities and Global Work Style as they relate to working effectively with people of other countries and cultures, to build global business results for your enterprise, and/or for you to contribute successfully while working in a particular foreign country. Because you have now completed the GWSI this supplemental report summarizes your key assessment results on the subjects below, with further assistance and development to be provided by your Global Work Style coach:

- Near-term likelihood of your cross-cultural success.
- Near-term likelihood of your international relocation/transfer success.
- Your Work Styles as they correlate with other general Global Work Styles.
- Your capability of absorbing, accepting and learning from cultural differences easily.
- The subjects that your Global Work Styles coach will be assisting you with, if applicable.
- The Work Style strengths that you possess as well as those you do not currently possess.

Cross-Cultural & Work Style Capability Summary

This supplemental GWSI assessment report summarizes the following aspects of your assessment results as they relate to your current Global Work Style in your professional role. This summary is by no means all inclusive. Your Work Style will likely improve dramatically with international experience and with personalized capability coaching depending upon your GWSI results. As you develop your Global Work Style you will create and discover improved business results, greater personal fulfillment, greater professional success, higher level business capabilities, and greater influence on others. Within our increasingly global business environment filled with differing assumptions, beliefs, cultures, histories, limitations, personalities, preferences and styles, development of your cross-cultural and Work Style capabilities are increasingly important to you and your employer. A continually improving global mindset and business capabilities will be your result.

Your GWSI results indicate:

- A high likelihood of cross-cultural business success.
- A willingness and ability to succeed in unfamiliar foreign locations.
- The ability to accept a wide range of cultural differences while working cooperatively and productively.
- Balance on your GWSI assessment Work Styles scales of **INTERACTION**, **IDENTITY**, **POWER**, and **RULES**.
- GWSI assessment results indicating those 4 styles to be your most balanced Work Style capabilities.
- Primary Work Style needs and opportunities will be determined between you and your coach, depending upon the culture and geography of your responsibilities and professional associations, versus your GWSI assessment results.
- High likelihood of success working with people and cultures from many countries and geographies around the world.
- Capabilities within those cultures and populations would be equally high whether you are based in those countries or not, although your Work Style capabilities may create even greater business results while working face-to-face.
 - You are likely to possess a greater global mindset and capability than is common.

Your success will be increased through cross-cultural and Work Style capability development with the assistance of your coach.

Please work closely with him or her to make best use of your capabilities while developing even greater cross-cultural and Work Style competence and proficiency.



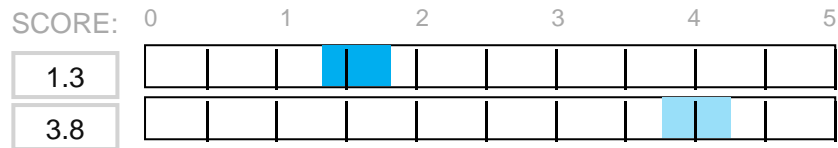
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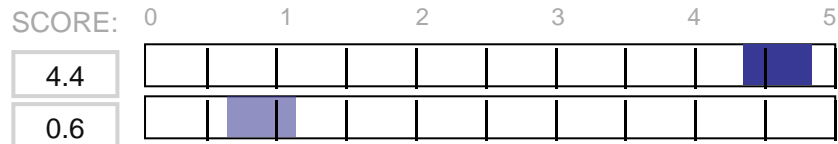
1 Time

Single-focused/Fixed
Multi-focused/Fluid



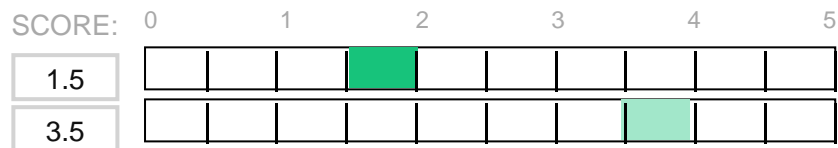
2 Influence

Inner-directed Control
Outer-directed Control



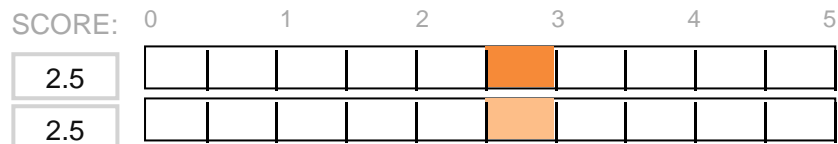
3 Approach

Task
Relationship Orientation



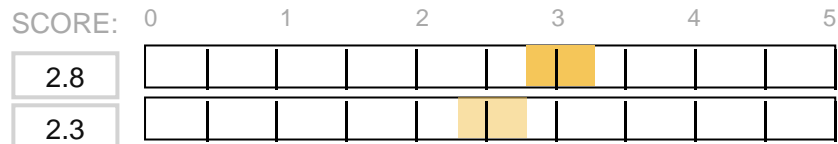
4 Interaction

Direct Communication
Indirect Communication



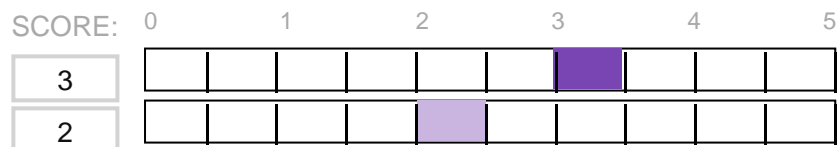
5 Identity

Individual
Group Orientation



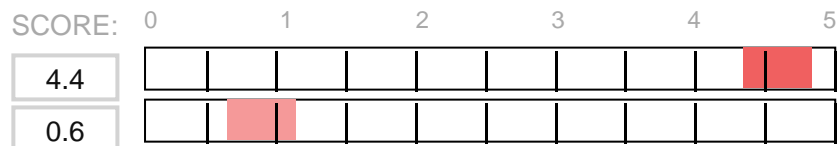
6 Power

Equality
Hierarchy



7 Change

Flexibility
Stability



8 Rules

Universal
Situational

