

GLOBAL COMPETENCIES INVENTORY (GCI)
HIGH/LOW COMPETENCY CHART

LOW**DIMENSION****HIGH**

	LOW	DIMENSION	HIGH
PERCEPTION MANAGEMENT	Makes snap judgments about situations or people; reluctant to change those conclusions	Nonjudgmentalness	Waits to understand the situation or person before making a judgment
	Prefers to maintain current habits, traditions, and ways of thinking; exhibits little or no interest in actively exploring other ways or ideas	Inquisitiveness	Open and curious about new things; energetically pursues an understanding of new ideas, possibilities, and experiences
	Dislikes or avoids ambiguity and uncertainty; reacts negatively (irritably, angrily, with frustration) when it's unclear what is happening	Tolerance of Ambiguity	Tolerates ambiguity and uncertainty well and even welcomes it in almost all situations
	Avoids foreign things; very insular when it comes to international events	Cosmopolitanism	Intense interest in traveling abroad and learning about foreign places; strives to stay current on world and international events
	Uncomfortable replacing old and familiar activities with new ones; reacts with annoyance when daily routines are disturbed or removed	Interest Flexibility	Comfortable replacing familiar activities with different ones in new situations; easily changes daily routines and adapts to new circumstances

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HIGH

RELATIONSHIP MANAGEMENT

<p>Not interested in knowing or learning about people who are different, especially those from other cultures or ethnic groups</p>	<p>Relationship Interest</p>	<p>Interested in learning about and getting to know people who are different, especially those from other cultures or ethnic groups</p>
<p>Puts very little effort into interacting with or developing friendships with people who are different from oneself</p>	<p>Interpersonal Engagement</p>	<p>Interested in developing and maintaining friendships with people who are different and engaging them in interesting conversations</p>
<p>Little awareness of how others are feeling or what they are thinking; rarely attempts to consider the situations or challenges that others may face</p>	<p>Emotional Sensitivity</p>	<p>Aware of and sensitive to the emotions and feelings of others; highly attentive to how people feel and likely to respond with empathy</p>
<p>Unconcerned about knowing oneself or how own behavior affects others; uninterested in reflecting on or trying to understand own experiences</p>	<p>Self-Awareness</p>	<p>Aware of own values, strengths, limitations, and behaviors along with their impact on others; continually evaluates oneself and own impact</p>
<p>Dislikes adjusting own social behavior; has a hard time moving away from usual behavior even though situations may require such adjustments</p>	<p>Social Flexibility</p>	<p>Versatile at adapting own behavior to fit into varying social situations and foster a positive social and interpersonal environment</p>

LOW

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HIGH

SELF-MANAGEMENT

Has difficulty seeing the positive side of people, things, or events; tends to dwell on the negative

Optimism

Maintains a highly positive outlook toward people, events, and outcomes

Believes that he/she is unlikely to be successful in own efforts even with study and hard work

Self-Confidence

Feels able to do anything if one can study it out, work hard, and apply oneself

Unsure of own beliefs or has weak commitment to them; quick to compromise own values in order to fit in or avoid a conflict

Self-Identity

Aware of core personal values and never violates them, yet open and comfortable around those who have different beliefs and values

Finds it difficult to handle psychologically and emotionally challenging experiences; takes a long time to recover from such experiences

Emotional Resilience

Responds with emotional resilience to potentially challenging and frustrating situations; recovers quickly from difficult or challenging experiences

Reacts to stressors with heightened anxiety and tension

Non-Stress Tendency

Calmly responds to various stressors faced in life

Rarely uses stress reduction strategies or only employs a narrow range of such techniques

Stress Management

Actively uses a variety of stress reduction strategies and techniques on a daily basis