



## Cultural Profile Assessment Results for Jane Doe

Based on your answers to the 76 items in the Individual Cultural Profile Assessment Questionnaire, we have generated the following set of individual cultural “notes,” one for each of the six dimensions measured by the instrument. These notes contain the following information:

- \* A brief description of typical attitudes and behaviors for someone located at your position on the particular cultural continuum.
- \* A description of how someone at your position of each continuum would perceive someone at the opposite side.
- \* A description of how someone at the opposite side would perceive you.
- \* A series of brief suggestions for how to work effectively with someone from the opposite side of the continuum.

No instrument like this can define you, of course, but it is possible to describe certain general tendencies of people who express the preferences measured by this tool. In other words, these general notes do not describe or predict how you will behave in any particular situation; but they do identify a set of attitudes and cultural predispositions you are likely—all other things being equal—to bring to situations you find yourself in. You will know yourself well enough to judge which parts of these notes are true for you and which are not. The purpose of the notes is to allow you to look at your behavior—and that of others—through the lens of culture and perhaps understand yourself in a new way.

### **Locus of Control** **Moderate Internalist**

Your answers suggest that you are moderately internalist. This means that you are somewhat proactive, positive, and optimistic; you believe most problems can be solved and most challenges overcome if people try hard enough. You are inclined to look on the bright side and see things as somewhat better than they are. While you don't really believe in fate or destiny, you are nevertheless sympathetic toward those who seem unable to improve their lot in life and you accept that they are not just making excuses. You also believe that, with determination and a positive attitude, most people can improve their situation. You can be somewhat impatient and driven, never quite satisfied with what you have; because you know you could always have more if you just tried harder.

You are somewhat understanding of externalists and do not dismiss them as lazy or unmotivated. While you don't necessarily think they're making excuses for not getting more things done, you may feel they don't believe enough in themselves or take enough responsibility for their situation. They may also come across to you as a little too passive and fatalistic, too quick to accept things as they are rather than thinking of how to change or improve them. They may also strike you as somewhat negative, mildly pessimistic, and defeatist.

Externalists see you as somewhat unrealistic (albeit less so than extreme internalists), and you may come across as not entirely sympathetic. You may also be a little too driven and enthusiastic for them and somewhat impatient. You mean well, they may think, but you overestimate your ability to control circumstances and manipulate situations. You are somewhat optimistic and a little too inclined to look on the bright side. You can't be entirely trusted to see things the way they are and may, therefore, expect too much of others.

In working with externalists, you may be more effective if you:

- \* Demonstrate more patience and understanding as externalists struggle with what they may see as impossible obstacles.
- \* Allow more time for people to accomplish tasks that may initially seem too difficult.
- \* Try to be more objective, neither optimistic nor pessimistic, about the circumstances you find yourself in.

- \* Assume people are trying their best and not just making excuses.
- \* Break “impossible” tasks down into a series of more realistic challenges.
- \* Offer as much support/as many resources as possible to people to make challenges seem more doable.

**Locus of Control - Your Place on the Continuum:**



**Most North Americans are here:**



**People from other regions of the world are here:**



**Legend**

- NA = North America
- AF = Africa (except for North Africa)
- AP = Asia Pacific
- LA = Latin America
- ME = Middle East (including North Africa)
- NE = Northern Europe
- SE/M = Southern Europe / Mediterranean

