



-Is an employee capable of performing in another culture? Or can an employee from another culture easily adjust to your own culture?
-Will the partner of this employee also be able to perform in that culture?
-Would you like to know who among your employees has expatriate-potential?

Van der Maesen Advies can help you find the answer to these questions

Multicultural Personality Questionnaire

You need employees who live and work in a foreign country for a longer or a shorter period of time. Who will you send abroad? Research has shown time and time again that an employee who performs exceptionally well within a domestic job, can still fail as an expatriate. How do you know whether a candidate for a posting will be able to find his or her way within the local culture? And how about the employees' partner? The costs of a wrong decision are considerable.

| WHAT WE CAN DO FOR YOU: | HOW WE DO IT: |
|--|---|
| <ul style="list-style-type: none"> • Enable you to quickly assess a number of critical characteristics for success in a foreign culture. • Provide you with a tool that enables you to address the core issues during the dialogue with your candidates. • Save you time and money in deciding upon whether candidates (and their partners) are qualified • Provide you with a tool that enables employees to gain insight into their own desires, possibilities and limitations | <p>Van der Maesen Advies provides the advantages with an advanced online service with which you may:</p> <ul style="list-style-type: none"> • Administer the MPQ at any time. You may choose for the Dutch version or the equivalent English version (which has also been validated) • Obtain a clear and concise report for each employee (available in Dutch and English) on the attributes of success that may be used instantly within the selection interview • Have satisfied applicants, because they experience the tests as professional, honest and modern • Avoid installation and maintenance costs for your organization |

The core of our innovative approach is the combination of attractive and scientifically sound **content** with practically proven, user friendly and safe web technology.



SCIENTIFICALLY SOUND:

- The MPQ was developed by Prof. Dr. Karen van Oudenhoven-van der Zee and Prof. Dr. Jan Pieter van Oudenhoven (both based at the University of Groningen, the Netherlands). The MPQ was developed thoroughly and has been administered to a large number of candidates.
- The MPQ is a tailor-made instrument, which is explicitly aimed at the characteristics that enhance successful adaptation to a foreign culture.

HOW IT WORKS:

- In order to administer the MPQ over the Internet you may order logins from us. You will also be supplied with a login with which you may request the feedback reports of candidates.
- Candidates may complete the questionnaire by logging onto our website. They will be given clear instructions.
- You may request feedback reports immediately after test administration. Reports are customized.
- You may also use the MPQ as a self-assessment tool for your employees and their partners.
- Our fees: no licensing costs, only fees per administration. We provide discounts for large volumes
- In case of serious interest we will be glad to enable you to tryout the MPQ.

Please contact for more information:

info@interculturalcontact.org

or the website www.interculturalcontact.org