

Intercultural Competencies for Graduate Newcomers to the Global Workplace

Project Information Sheet

Researchers

We are a group of researchers at the University of Warwick, UK and the Australian Council for Educational Research, Melbourne, Australia, who are working on the development of an assessment tool for graduate students entering the global workplace. The tool aims at measuring graduate students' preparedness to communicate and work effectively in an international and intercultural workplace.

Aim of the project

While there are numerous conceptualisations of intercultural competence, almost none of them is based on original source data or empirical evidence. In particular, there is no focus on the 'Global Graduate' context. To address this gap, a team of researchers at the University of Warwick has been collecting relevant data, including interview, questionnaire, document and video data, to develop a framework for Global Graduates' competencies. The data encompass the perceptions of managers as well as newcomers to the workplace. Analysis of the data sets has yielded a set of challenges graduate newcomers face when entering the global workplace, along with a set of competencies and skills graduates need to work and communicate effectively in an international and intercultural workplace.

The challenges and competencies found in the data now need to be validated on a larger scale. Therefore, researchers at the University of Warwick have developed a questionnaire which profiles issues highlighted by the research. The University of Warwick and ACER are seeking as many responses to the questionnaire as possible, from both workplace managers and newcomers, to verify and enhance the research to date. We are also seeking to have respondents provide accounts of their personal intercultural workplace experiences. This collective body of information will define the intercultural competency construct and subsequent assessment development. It is intended that such an assessment will assist with the selection of future graduates for the global workplace and highlight individual and corporate needs of the modern international and intercultural workplace.

The questionnaire is accessible online by at
<http://perception.warwick.ac.uk/perception5/session.php?CALL=Claudia.pip>
It should not take more than 20 to 30 minutes of your time.

Confidentiality

We will keep your information confidential and guarantee full anonymity of personal and workplace details. We will only use the anonymous data obtained in the questionnaire to inform our research (including dissemination of findings through presentations and publications) and the development of the assessment tool.

Benefits

Filling in the questionnaire may help you and your staff / colleagues reflect on challenges and competencies, stimulating discussion and professional development.
We would be happy to provide a brief report on our findings if you email to request it.

Contact

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