

# PRO EXPAT SKILLS®

“Pro Expat Skills®” measures essential personality and cultural criteria for assessing expatriates’ ability to adapt to different environments.



## THE STRONG POINTS OF THIS TEST

- ✓ Expatriation failures avoided thanks to appropriate preparation
- 📊 Secure international investments
- 🔍 Intercultural talents precisely identified
- 🚀 Optimized international performance
- ⚡ Anticipated and controlled cultural risks
- ⚡ Sustainably successful missions abroad



## BENEFITS

**Pro Expat Skills®** is the benchmark solution for **HR managers**, **international managers**, **mobility directors** and **consultants** who want to **secure their international investments**, **optimize the success of expatriate missions** and **develop a successful global presence**. This intercultural assessment tool allows you to **identify suitable profiles**, anticipate **risks of failure** and **effectively prepare your talents** for the challenges of multicultural environments.

Thanks to a scientifically validated and comprehensive methodology, you accurately assess the **personal dimensions**, **cultural sensitivities**, **adaptability** and **international skills** of your candidates. You thus transform your mobility challenges into real opportunities for **strategic development**, **operational performance**, **transcultural innovation** and **organizational excellence**, by selecting the profiles best prepared for the challenges of international work.

Investing in **Pro Expat Skills®** means choosing an innovative **intercultural assessment solution**, designed to meet the strategic challenges of **international mobility**, **global recruitment**, **cultural preparation**, **international talent development** and **multicultural team management**. It also guarantees **successful expatriations**, an **optimal return on investment** and a **coherent, resilient and efficient global presence**.



## PSYCHOMETRY

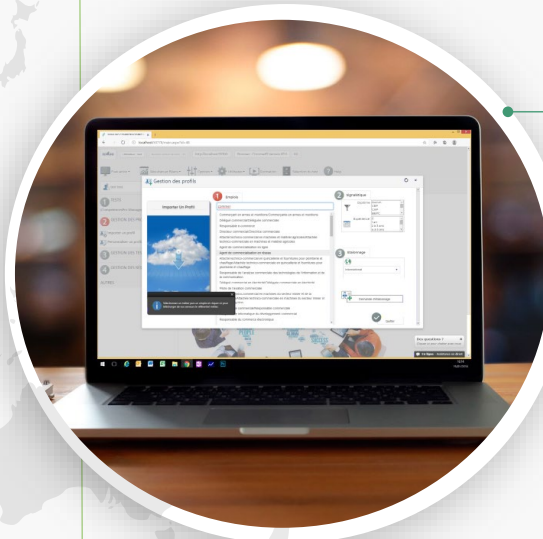
### Test construction:

Pack: HR  
Questionnaire type: Ipsative  
Number of questions: 281  
Completion time: 35 minutes

### Test validation:

Double external validation  
Internal validation, consistency  
Loyalty  
Reliability

Test available in





## DIMENSIONS AND CRITERIA EVALUATED

### CULTURAL DIMENSION

- **Reality Control:** Some cultures value **careful planning** and risk minimization, while others accept uncertainty and see risk as inherent in life.
- **Relationship to the rule:** The opposition between cultures favoring **immutable contractual agreements** and those favoring evolving relationships based on circumstances
- **Individual/collective achievement:** Contrast between cultures that value **personal success** with quick decisions and those that prioritize **team cohesion** with consensual decisions
- **Time orientation:** Distinction between cultures focused on the **past and the experience** of the ancients and those focused on innovation **and** the vision of the future
- **Time management:** Gap between **strict sequential approaches** (rigid schedules, planning) and **flexible synchronous approaches** (adaptability, multiactivity )
- **Social contact mode:** Difference between cultures with **distant communication** (rational, few emotions) and those with **demonstrative expression** (gestures, physical contact)
- **Issue management:** Opposition between **objective-oriented approaches** (results, skills) and **process-centered approaches** (relationships, contextual adaptation)
- **Status:** Contrast between recognition based on **demonstrated skills** and recognition based on **titles and reputation**
- **Affirmation/Understanding:** Tension between **assertive cultures** seeking to convince and those favoring **consensus** and relational harmony

### TECHNICAL DIMENSION

Knowledge and know-how of the profession

### PERSONAL DIMENSION

- **Energy Orientation - Extraversion:** Ability to actively engage in the new environment
- **Energy Orientation - Introversion:** Ability to think and analyze in a foreign context
- **Modes of perception: Sensation:** Attention to the practical details of daily life abroad
- **Modes of perception: Intuition:** Ability to seize opportunities and anticipate cultural challenges
- **Decision Criteria: Thinking:** Logical approach in solving intercultural problems
- **Decision criteria: Feeling:** Empathy and understanding of local values
- **Lifestyle: Judgment:** Organization and planning in an uncertain environment
- **Lifestyle: Perception:** Flexibility and openness to cultural contingencies

