



HCG Global Orientation Assessment

Helps you...

Select leaders for global roles

Select individuals for expatriate assignments

Diagnose global skill development gaps

Evaluating learning and development on global leadership competencies

- **Geocentrism**

- Ability to consider the greater good
- Global perspective
- Geopolitical knowledge

- **Adaptability**

- Cognitive complexity
- Leadership flexibility

- **Preparedness**

- Aspiration
- Self-efficacy
- Work preferences

- **Personality**

- Interpersonal sensitivity
- Openness to experience
- Learning orientation

- **Values**

- Long-term orientation

Global Orientation Assessment

To stay competitive, it has become a business imperative to have operations across geographical boundaries and serve new and emerging markets. Not all leaders are well suited to operate under these circumstances. Studies show that leaders who are high in global orientation tend to be more successful operating outside familiar boundaries.

The Human Capital Growth (HCG) Global Orientation Assessment is designed for use with managers and leaders in organizations. The attributes measured are supported by scientific evidence and assess propensity to be effective in global work. The online survey takes approximately 10-15 minutes to complete. It can be used for leader selection and development.

HCG offers assessments for selection as well as advanced leadership development. Depending on client need, the global orientation assessment may be used in conjunction with a battery of other validated instruments. We also offer feedback and coaching services for individual leaders or groups of high potentials.

About Human Capital Growth

Human Capital Growth (HCG) is a talent management firm that helps organizations achieve better outcomes using science, data, and metrics. HCG offers services in talent management consulting, predictive analytics, and talent management education. It has bases in the US and India, and operates globally through its partnership with the Global Alliance for Performance Improvement (GAPIconult.com). Clients include Fortune 500 organizations, small and medium-size organizations and not-for-profit institutions.

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