

Your Cultural Adaptability Profile (CAP)

JOHN SMITH

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Hofstede
Insights

About the CAP

Cultural adaptability is the ability each individual has to adjust attitudes and behavior while interacting with culturally different people and situations.

This tool predicts how you are likely to react **to an unfamiliar culture** after exposure to its societal norms for a significant period, usually over six months.

This reaction depends on a wide spectrum of factors, one of which is the important interplay between an **expatriate's personality and values together with those of the local culture**. For example, some people are more likely to remain calm in an unfamiliar cultural environment, whereas others become upset. This discomfort may be so great that, in extreme cases, some people's reaction may be to "cut and run" or, at the very least, remain unhappy, frustrated, and dissatisfied if they stay in the host environment.

The cultural adaptability tool is largely based on the most widely used personality model in modern psychology: **The Five-Factor Model of personality**, known as the Big Five. This is one of the most popular and best validated tools to measure personality around the world. Research has shown that some types of personality predispose a person toward higher or lower adaptability in a foreign culture.

While classic personality tests attempt to measure traits as being more or less stable, the **CAP focuses on feelings and behaviors in unfamiliar settings**, such as a culture that one has not experienced before. Since not all personality traits seem equally strong predictors of cultural adaptability, we focused only on those with the greatest potential and added an additional dimension borrowed from social anthropology, which is **Flexibility**.

The CAP factors

Cultural Resilience

This factor was adapted from “Emotional Stability” of the Five-Factor Model. Emotionally resilient individuals tend to remain calm in stressful situations and are less likely to act upon negative feelings such as irritation, anger, fatigue, sadness, and depression. They are more adaptable to foreign cultural settings.

Cultural Sociability

This factor is associated with energy and was deducted from “Extraversion” of the Five-Factor Model. More extraverted individuals tend not only to be more sociable, but also more optimistic and joyful. Sociable individuals adapt better to unfamiliar foreign cultures.

Cultural Tolerance

This is a version of the “Agreeableness” factor of the Five-Factor Model. Agreeable people are motivated by a desire to be kind, nice, and agree with others rather than argue, criticize, and cause conflicts. Consequently, they adapt to foreign cultural environments significantly better.

Cultural Interest

This factor is associated with “Openness” of the Five-Factor Model. Generally speaking, open or curious people have a broader range of interests. They are more likely to be interested in the culture, religion, and language of their host country. This helps them adapt better.

Cultural Flexibility

This factor was adapted from Hofstede’s cultural dimension Long-Term Orientation. More flexible individuals have an easier time adapting their behavior to shifting circumstances. This helps them adjust better in a cultural environment that is different from what they are used to.

The CAP Report

This CAP report includes the following three sections:

1. Your Cultural Adaptability Profile (CAP)

This section includes your personal profile on the five factors of cultural adaptability. The CAP indicates your cultural adaptability in a general overview.

2. Risk analysis

The risk analysis predicts your individual probability of encountering risks that are generally associated with living and working abroad. The risks are based on your profile.

3. Acceptance of societal particularities

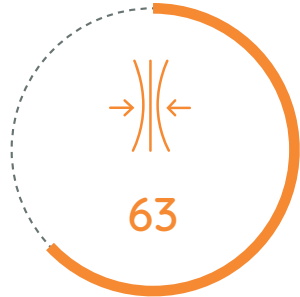
This section is independent from the above and helps you reflect on your own attitudes towards characteristics typical in certain types of cultures.

In addition to this report, you will receive your Individual Action Plan. Your CAP facilitator can help you address any risks uncovered in section 2 of this report.

Your Cultural Adaptability Profile

Your scores on the five adaptability factors are calculated in comparison to our data of more than 1000 individuals with extensive experience living abroad. If a circle is less than half full, your score is lower compared to the average expatriate in our database. If the circle is more than half full, your score is higher compared to the average expatriate in our database. This is important to keep in mind – your answers are not compared to the general population, but to people who have lived and worked abroad for a longer period of time.





Cultural Resilience

Emotionally resilient individuals tend to remain calm in stressful situations and are less likely to act upon negative feelings such as irritation, anger, fatigue, sadness, and depression. They are more adaptable to foreign cultural settings.

Your score on Cultural Resilience is relatively **average**.

An average score on Cultural Resilience means that you have an average chance of feeling irritated or experiencing discomfort.





Cultural Sociability

This dimension is associated with energy. More energetic individuals tend to be not only more sociable, but also more optimistic and joyful. Sociable individuals adapt better to unfamiliar foreign cultures.

Your score on Cultural Sociability is relatively **high**.

You are an outgoing person. Meeting strangers who behave differently is fun for you. This trait of high Cultural Sociability has several advantages as it makes you less vulnerable to behaviors that others may perceive as threats.



Your Cultural Adaptability Profile (CAP)



Cultural Tolerance

Culturally tolerant people are motivated by a desire to be nice and agree with people from different cultures rather than argue, criticize, and cause conflicts. Consequently, they adapt to foreign cultural environments significantly better.

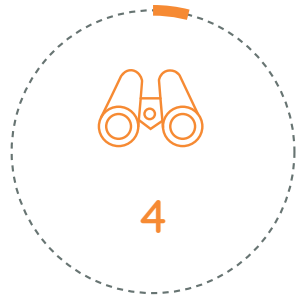
Your score on Cultural Tolerance is relatively **high**.

A high score on Cultural Tolerance means you generally trust people. You listen to the arguments of others, accepting different views and therefore avoiding conflicts. You are not easily bothered by the societal problems of developing countries.



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Your Cultural Adaptability Profile (CAP)



Cultural Interest

Generally speaking, people who have a high score on this factor have a broader range of cultural interests. They are more likely to be interested in the culture, religion, and language of their host country. This helps them adapt better.

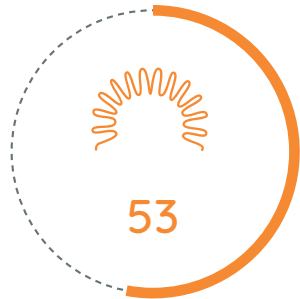
Your score on Cultural Interest is relatively **low**.

You are not very interested in foreign societies – their culture, languages, and religions. There is a risk that people of other cultures will perceive you as ignorant, or that you may misinterpret aspects of a foreign culture due to a lack of knowledge.



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Cultural Flexibility

More flexible individuals have an easier time adapting their behavior to shifting circumstances. This helps them do better in a cultural environment that is very different from what they are used to.

Your score on Cultural Flexibility is relatively **average**.

You are neither very flexible nor very inflexible when it comes to adjusting your behaviour to other cultures. It may take you some effort to adjust to culturally unfamiliar situations.



Risk analysis

Moving abroad for work involves certain risks. Based on your scores on the CAP dimensions and demographic data, we can calculate **your probability of ending up in challenging situations**. The risks have been grouped into three categories. For each category, we indicate if your probability of running into these situations is **relatively** low, medium, or high (even if a risk is not very high as a percentage, it can still be relatively high in comparison to our norm data of 1000 expatriates).

Your CAP facilitator can help you identify the contributors to each risk and in addressing them with the help of your Individual Action Plan.

Encountering cultural challenges

Based on your Cultural Adaptability Profile, your risk of running into cultural challenges is relatively **low**.

RISK	PROBABILITY
You show your feelings about being strongly upset, irritated, or offended by some behaviors of the local people that were culturally acceptable in their country but not in yours.	64%
You cannot do your job or your studies properly because of the local culture.	29%
You experience serious cultural misunderstandings: wrong interpretations of what people do and say, etc.	58%
You feel that the local people cannot be trusted.	24%

Leaving the host country

Based on your Cultural Adaptability Profile, the risk of abandoning the host country is relatively **average**.

RISK	PROBABILITY
You feel that the local culture is so unacceptable that you consider leaving that country.	29%
You leave the host country because you do not like its culture (its values, beliefs, typical behaviors).	5%

Feeling unrooted

Based on your Cultural Adaptability Profile, the risk of feeling lonely and homesick is relatively **low**.

RISK	PROBABILITY
You feel very homesick even though you like the new country, the people, and their culture and do not experience any serious problems.	49%
You feel lonely or excluded by the local people and unable to integrate in their society.	54%

Acceptance of societal particularities

The following pages provide insights into your self-reported acceptance of characteristics typical of certain cultures. Use this summary to reflect the impact that these attitudes can have when in a different culture than your own. The importance of this section is dependent on the culture of your host country.

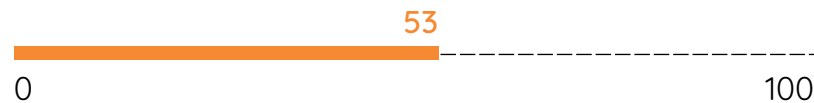
Acceptance of hierarchical cultures



Your self-reported ability to work in traditional-hierarchical cultures is **average**.

Check the Power Distance and Individualism score to see if your target country is hierarchical (Power Distance Index above 50 and Individualism score below 50).

Acceptance of behavior typical in egalitarian cultures



Your self-reported ability to work in egalitarian culture is **average**.

Check the Power Distance and Individualism score to see if your target country is non-hierarchical (Power Distance Index below 50 and Individualism score higher than 50).

Acceptance of issues typical of many collectivistic countries



Your self-reported acceptance of issues that are typical in developing countries is **average**.

Acceptance of liberal attitudes typical of individualistic countries



Your self-reported acceptance of behavior typically found in many individualistic countries is **high**.

Notes:

For a further personal profile comparing value preferences with a country of interest, please take our **Culture Compass**

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