**CPLP Recertification Global Mindset Open-Book Assessment**

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ CPLP ID#:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Any CPLP credential holder who was certified on or before May 1, 2016 must submit this open-book assessment on the global mindset foundational competency at the time of recertification in addition to the recertification tracking worksheet with the required 60 recertification credits and the recertification fee payment.

This assessment is open-book and all answers can be found within the new global mindset chapter of the ATD Learning System. This chapter was provided to all current CPLP credential holders free of charge. If you have not received your copy of this chapter, please contact Virginia Sawall at [VSawall@td.org](VSawall%40td.org).

The passing score is 10/15 or 66.66% for completion. Good luck!

1. Which one of the following is a cultural universal?
2. Having a concept of privacy
3. Communication styles
4. Attitude toward conflict
5. Approaches to completing tasks
6. Culture changes more frequently at what level?
7. Generational
8. Societal
9. Economic
10. Individual
11. What is the term for prejudice that is either for or against one group compared to another called?
12. Cultural diversity
13. Value
14. Bias
15. Assumption
16. Direct eye contact can be interpreted differently across countries and cultures. In which country might direct eye contact be interpreted as being attentive and honest?
17. Canada
18. Mexico
19. China
20. Saudi Arabia
21. Which option is NOT a component of global capital according to Javidan?
22. Global intellectual capital is the capacity to consider differing viewpoints to understand and address complex issues.
23. Global social capital includes the behavioral skills which let the person build trusting relationships with those who are different.
24. Global environmental capital is the capacity to understand environmental positions and beliefs in relation to business matters.
25. Global psychology capital includes the affective qualities which are needed by the leader to manage this level of complexity.
26. Which one of the following is the most commonly spoken language?
27. Spanish
28. Japanese
29. Arabic
30. Mandarin Chinese
31. Andragogy is the science of…
32. Adult learning
33. Deciphering cross-cultural cues
34. Teaching styles
35. Modifying nonverbal signs
36. Which of the following is NOT a key action for Global Mindset as defined by the ATD Competency Model?
37. Appreciates cultural differences
38. Maintains confidentiality
39. Conveys respect for different perspectives
40. Advocates the value of diversity
41. A value is defined as….
42. An idea that tells us what is important in life.
43. A standard or pattern, especially of social behavior, that is typical or expected of a group.
44. Evaluating other people or cultures according to the standards of one's own culture.
45. A shared way groups of people understand and interpret the world.
46. Which of the following theories is based on the concept that cultural preferences dictate how we devise solutions to problems?
47. Alfred Bandura's Social Cognitive Theory
48. Geert Hofstede's Dimensions of National Culture
49. Trompenaars and Hampden-Turner's Dilemma Theory
50. Richard Lewis's Modele of Cross-Cultural Communication
51. Which one of the following is NOT part of the cultural audit process?
52. Selecting an audit instrument or tool
53. Collecting and analyzing data
54. Preparing recommendations for change
55. Building involvement
56. When someone doesn't care to know anything about a culture other than their own, they are likely in which stage of Bennett's Developmental Model of Intercultural Sensitivity?
57. Defense against difference
58. Denial of difference
59. Minimization of difference
60. Adaption to difference
61. In which cultural dimension would speaking less or less frequently be interpreted as thoughtful, disciplined, and causing less conflict?
62. Collectivism
63. Individualism
64. Masculinity
65. Indulgent
66. According to the study of semiotics, the image of a rose connoted by words such as love or romance is \_\_\_\_\_\_\_\_\_\_.
67. A signifier
68. Signified
69. Literal
70. Nuanced
71. Name one thing that you learned about global mindset as a result of reading this chapter? How will you apply what you have learned to the job?