

ICAPS Report Additional Content

More Info on the Overall Adjustment Potential Score (OAP)

The OAP score and the other scale scores give some indication of individual characteristics a person is likely to have as well as suggesting some more particular areas in which a person might have difficulty adjusting to a new culture. People who score higher on the ICAPS tend to be better able to deal with the stress of unpredictable and uncertain situations, to be more open to new ideas and experiences, to be more willing to change their behavior and beliefs to fit new situations and to be more able to think of new ways of acting and relating than do people who get lower scores. People who score higher on the ICAPS tend to feel less depressed and anxious, more easily communicate, earn more money and get better grades, and are more satisfied with their life in a new culture than are people with lower scores.

Here is a list of outcomes that have been empirically associated with high OAPS scores:

- | | |
|--|--|
| ✚ Self-ratings of adjustment | ✚ Altruism |
| ✚ Peer-ratings of adjustment | ✚ Satisfaction with Life |
| ✚ 3 rd party ratings of adjustment | ✚ Language proficiency |
| ✚ Less social and school adjustment difficulties | ✚ Marital satisfaction |
| ✚ Less somatic, cognitive, and behavioral anxiety | ✚ Dyadic adjustment |
| ✚ Less work, school, home, and spare time anxieties | ✚ Various scales of social ascendancy |
| ✚ Less depression | ✚ Various scales of normative behavior |
| ✚ Extroversion | ✚ Various scales of achievement |
| ✚ Agreeableness | ✚ Flexibility |
| ✚ Less neuroticism | ✚ Decisiveness |
| ✚ Conscientiousness | ✚ Written communication |
| ✚ Openness | ✚ Delegation |
| ✚ Less psychological problems as measured by various clinical scales | ✚ Goal setting |
| ✚ Positive effects in intercultural training | ✚ Initiative |
| ✚ Less culture shock | ✚ Fact finding |
| ✚ Less homesickness and contentment | ✚ Overall scores on In-Basket task |
| ✚ Less interpersonal stress | |
| ✚ GPA | |

More Info on Emotion Regulation – Emotional Robustness (ERER)

Here is a list of traits that is associated with high ERER scores:

- | | |
|----------------------------|---------------------------|
| ✦ Extroversion | ✦ Empathy |
| ✦ Agreeableness | ✦ Tolerance |
| ✦ Dominance | ✦ Sense of well-being |
| ✦ Capacity for status | ✦ Communality |
| ✦ Sociability | ✦ Responsibility |
| ✦ Social presence | ✦ Self-control |
| ✦ Self-acceptance | ✦ Good impression |
| ✦ Self-worth | ✦ Achievement |
| ✦ Emotional stability | ✦ Intellectual efficiency |
| ✦ Independence | ✦ Flexibility |
| ✦ Psychological mindedness | ✦ Altruism |

More Info on Openness – Rigidity (OPRI)

Here is a list of traits that is associated with high OPRI scores:

- | | |
|---|---------------------------------|
| ✦ Strong internal ego control of impulsiveness | ✦ Independence |
| ✦ Tolerance of differences among people including an absence of bigotry | ✦ Empathy |
| ✦ Keen social and intrapersonal insight | ✦ Sense of well-being |
| ✦ Achievement | ✦ Self-control |
| ✦ Flexibility | ✦ Good impression |
| ✦ Task orientation | ✦ Psychological mindedness |
| ✦ Self-control | ✦ Altruism |
| ✦ Tolerance | ✦ Positive outlook about others |
| ✦ Social presence | ✦ Non-conventionality |
| ✦ Extroversion | ✦ Lack of bigotry |
| ✦ Agreeableness | |
| ✦ Conscientiousness | |
| ✦ Dominance | |
| ✦ Sociability | |
| ✦ Social presence | |

More Info on Flexibility and Creativity (FLCR)

Here is a list of traits that is associated with high FLCR scores:

- ✚ Well mannered
- ✚ Intellectually efficient
- ✚ Communality
- ✚ Less tied to traditional ways of thinking and interacting
- ✚ Extroversion
- ✚ Agreeableness
- ✚ Conscientiousness
- ✚ Capacity for status
- ✚ Social presence
- ✚ Self-acceptance
- ✚ Empathy
- ✚ Responsibility
- ✚ Socialization
- ✚ Self-control
- ✚ Achievement
- ✚ Psychological mindedness
- ✚ Thinking out of the box
- ✚ Abstract, hypothetical thinking
- ✚ Liberalism

More Info on Critical Thinking and Social Conscientiousness (CTSC)

Here is a list of traits that is associated with high CTSC scores:

- ✚ Responsible
- ✚ Sociable
- ✚ Better at finding new ways of acting that suit the situations in which they find themselves in a new culture
- ✚ Capacity for status
- ✚ Tolerance
- ✚ Sense of well-being
- ✚ Communality
- ✚ Responsibility
- ✚ Socialization
- ✚ Self-control
- ✚ Good impression
- ✚ Achievement by conformance
- ✚ Intellectual efficiency
- ✚ Flexibility
- ✚ Psychological mindedness
- ✚ Norm-favoring
- ✚ Altruism
- ✚ Discipline
- ✚ Conscientiousness
- ✚ Moralism
- ✚ Politeness
- ✚ Social conformity
- ✚ Punitive justice

Scientific Evidence

The following list of publications, many of which were published in peer-reviewed, scientific journals, document much of the original scientific evidence for the reliability and validity of the ICAPS. These studies have demonstrated that the ICAPS has been validated

- ✓ Using valid and reliable criterion variables
- ✓ With positive effects in pre-post sojourns and training
- ✓ In extreme group comparisons
- ✓ With evidence for concurrent ecological, predictive ecological, incremental validity over demographics, incremental validity over personality, incremental validity over at least one other cross-cultural competence test
- ✓ With cross-cultural samples
- ✓ Using mixed methodologies

Note that some of the articles contained reports of multiple studies.

- Matsumoto, D., Yoo, S. H., & LeRoux, J. A. (2007). Emotion and intercultural communication. In Helga Kotthoff and Helen Spencer-Oatley (eds.), *Handbook of Applied Linguistics, Volume 7: Intercultural Communication* (pp. 77-98). Mouton – de Gruyter Publishers.
- Matsumoto, D., Hirayama, S., & LeRoux, J. A. (2006). Psychological skills related to intercultural adjustment. In Wong, P. T. P., & Wong, L. C. J. (eds.), *Handbook of multicultural perspectives on stress and coping* (pp. 387-405). New York: Springer.
- Matsumoto, D., LeRoux, J. A., Robles, Y., & Campos, G. (2007). The Intercultural Adjustment Potential Scale (ICAPS) predicts adjustment above and beyond personality and general intelligence. *International Journal of Intercultural Relations, 31*(6), 747-759.
- Yoo, S. H., Matsumoto, D., & LeRoux, J. A. (2006). The influence of emotion recognition and emotion regulation on intercultural adjustment. *International Journal of Intercultural Relations, 30*(3), 345-363.
- Matsumoto, D., LeRoux, J. A., and Yoo, S. H. (2005). Emotion and intercultural communication. *Kwansei Gakuin University Journal, 99*, 15-38.
- Matsumoto, D., LeRoux, J. A., Bernhard, R., & Gray, H. (2004). Unraveling the psychological correlates of intercultural adjustment potential. *International Journal of Intercultural Relations, 28*(3-4), 281-309.
- Matsumoto, D., LeRoux, J. A., Iwamoto, M., Choi, J. W., Rogers, D., Tatani, H., & Uchida, H. (2003). The robustness of the Intercultural Adjustment Potential Scale (ICAPS): The search for a universal psychological engine of adjustment. *International Journal of Intercultural Relations, 27*, 543-562.
- Matsumoto, D., & LeRoux, J. A. (2003). Measuring the psychological engine of intercultural adjustment: The Intercultural Adjustment Potential Scale (ICAPS). *Journal of Intercultural Communication, 6*, 37-52.
- Matsumoto, D., LeRoux, J., Ratzlaff, C., Tatani, H., Uchida, H., Kim, C., & Araki, S. (2001). Development and validation of a measure of intercultural adjustment potential in

Japanese sojourners: The Intercultural Adjustment Potential Scale (ICAPS). *International Journal of Intercultural Relations*, 25, 483-510.

The following article includes a review of 10 different tests of cross-cultural competence, including the ICAPS and others. Note that it is the only such review published in a peer-reviewed, scientific journal to date.

Matsumoto, D., & Hwang, H. C. (2013). Assessing cross-cultural competence: A review of available tests. *Journal of Cross-Cultural Psychology*, 44(6), 849-873. DOI: 10.1177/0022022113492891.