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THE CROSS-CULTURAL INTERACTION INVENTORY: DEVELOPMENT
OF OVERSEAS CRITERION MEASURES AND ITEMS THAT DIFFER-
ENTIATE BETWEEN SUCCESSFUL AND UNSUCCESSFUL ADJUSTERS

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San Diego, California

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Results of concurrent validation analyses indicated that: (1) selected items differentiated with high accuracy between successful and unsuccessful overseas adjustment, (2) attitude items were more useful in differentiating between successful and unsuccessful adjustment than the biographical and interest type items, and (3) items in the SVIB, as a whole, did not differentiate between successful and unsuccessful adjustment.

The 38 BIAI items which differentiated with high accuracy between successful and unsuccessful adjusters in Japan were incorporated into a predictor instrument called the Cross-Cultural Interaction Inventory (CCII). The CCII is presented in Appendix F.

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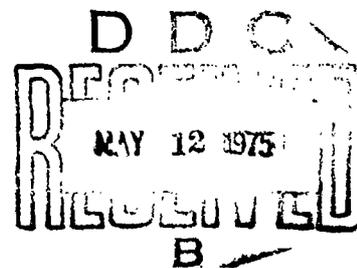
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ADJUSTERS

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FOREWORD

The research described in this report was performed under Project Order Number PO 3-0080 (Assessing Personnel for Overseas Assignment). It was initiated in response to a request from the Assistant Chief of Naval Personnel for Personal Affairs to develop a proposal for a research program on cross-cultural research of overseas assignment for presentation to Pers-P and Pers-Pc. It was further requested that plans for the development of a screening method for overseas personnel assignment be included as part of the proposed program. The work discussed in this report was sponsored and funded by Pers-Pc (Human Resources Development Project Office - later reorganized into Pers-6).

As a result of the total research effort, the following acculturation programs, screening instruments, and overseas data-gathering devices have been developed and are in operational use or are ready for field test implementation: (1) Bafa Bafa: A cross-cultural simulation, (2) Greek Language Games and Aids, (3) Japanese Contact and Communication Course, (4) NAVPERS Form 1300/16 (11-73), Suitability for Overseas Assignment, (5) Cross-Cultural Interaction Inventory (an overseas screening instrument described in this report), (6) Review of In-Country Experiences (REVICE), (7) Navy Overseas Adjustment Scale (NOAS), and (8) a Social Distance Scale. The research has been documented in the following reports and articles: (1) Yellen, T.M.I., and Hoover, M., In-Country Experience: Navy Personnel Stationed in Greece, NPRDC (special report), February 1973; (2) Katz, A., and Foley, P., Development of a Social Distance Scale, NPRDC TR 74-23, April 1974; (3) Yellen, T.M.I., An Experimental Assessment Procedure For Evaluating Overseas Performance, In proceedings of the 16th Annual Conference of the Military Testing Association, in Press; (4) A Cross-Cultural Simulation, Communique, December 1973, (5) BAFA BAFA, a communication exercise, Campus, February 1974; (6) New Simulation Developed, Communique, September and November 1974; and (7) Enlisted Transfer Manual (NAVPERS 15909B), CH. No. 12 (Selection of Personnel for Overseas Service).

J. J. Clarkin
Commanding Officer

SUMMARY

Introduction

The development of measures which identify successful and unsuccessful overseas adjustment is basic to better selection and more satisfactory training of Navy personnel assigned overseas.

Previous research indicated that personal attributes and personal and/or family conditions contribute most to successful overseas adjustment. Information from service records has been shown to be of little practical value in predicting overseas adjustment.

Approach

Predictive instruments. A Biographical, Interest, Attitude Inventory (BIAI) was designed to tap important determinants of overseas adjustment. Broadly defined, these were sociability, empathy, intellectual curiosity, patience, adaptability, acceptance, and morality.

The BIAI and the Strong Vocational Interest Blank (SVIB) were administered to 249 Navy persons stationed in Yokosuka, Japan.

Criterion instruments. Information on how well individuals were adjusting (criterion measures) was obtained with peer and command nomination forms and three self-report instruments: the Navy Overseas Adjustment Scale, a Kumin Scale, and items designed to measure amount of interaction.

Scoring. Of the 249 individuals in Japan who completed the battery of instruments, 26 received nominations as successful adjusters and 16 as unsuccessful adjusters. These individuals served as benchmark groups for determining scoring weights for the criterion instruments.

Based on the criterion scores derived from the benchmark groups, 201 people from the total sample were identified as successful adjusters and 48 as unsuccessful adjusters.

Responses of successful and unsuccessful adjusters were contrasted and a scale was constructed from items differentiating most effectively between the groups.

Results

A high relationship existed between 38 items contained in the Biographical, Interest, Attitude Inventory and overseas adjustment criteria. This was evidenced by the low coefficient of overlap (27%) and the significant validities, .63 on the key-construction group and .66 on the cross-validation group ($p < .01$).

Group means showed that the attitude items differentiated better between successful adjusters (10.77) and unsuccessful adjusters (-.25) than the biographical/interest items (successful adjusters = 2.15 and unsuccessful adjusters = -.96).

Utilizing items identified through an item selection procedure, cut-off scores were developed. Applying these scores to the identified successful and unsuccessful adjusters would have resulted in disqualifying the majority of unsuccessful adjusters for overseas duty.

The SVIB was judged not to be as useful as the items contained in the Biographical, Interest, Attitude Inventory for predicting overseas adjustment. This was due to the length of the SVIB, the absence of any response pattern for successful adjusters, and the negative pattern that emerged for unsuccessful adjusters.

Conclusions

1. Responses to items of the Biographical, Interest, Attitude Inventory pool served as the basis for development of a final selection instrument. The 38 items which differentiated with high accuracy the adjustment of 249 Navy personnel in Japan, were selected to constitute the Cross-Cultural Interaction Inventory (CCII).
2. The types of items that appeared most useful in differentiating between successful and unsuccessful adjusters were attitude items.
3. The scoring procedure developed on items of the CCII significantly discriminated between successful and unsuccessful adjusters. A selection strategy was applied to the identified successful and unsuccessful adjusters which would have resulted in disqualifying the majority of unsuccessful adjusters for overseas duty.
4. The CCII with related scoring procedure and selection strategy was validated for personnel already overseas. It requires re-validation on a sample without such experience to insure accuracy of selection decisions.
5. Items in the SVIB, as a whole, were not especially predictive of successful or unsuccessful adjustment. However, the negative response pattern that emerged for unsuccessful adjusters should prove useful in writing additional items to be tested for inclusion in the CCII.
6. The Navy Overseas Adjustment Scale and related scoring procedure demonstrated sufficient potential to warrant additional refinement, however in the current application it was not as accurate a criterion measure as were the interaction and satisfaction criterion measures.

Recommendations

1. Concurrent with any decision to implement the CCII operationally, longitudinal research should be undertaken to investigate its predictive

validity for a sample of Navy men who have not had the experience of an overseas tour of duty.

2. The Navy Overseas Adjustment Scale (NOAS) should be further refined for use in validating selection decisions. It could also be used as a Human Resource Management Center and/or personal feedback device.

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THE CROSS-CULTURAL INTERACTION INVENTORY:
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INTRODUCTION

Basic to better selection and more satisfactory training of Navy personnel assigned overseas is the development of measures which identify successful and unsuccessful overseas adjustment. One part of this general problem concerns the identification of the personal characteristics that are needed for satisfactory adjustment.

Previous studies have been performed by military and civilian organizations on the selection of personnel for overseas assignment (Graham, 1969; Froelich, 1970; McGinnies, 1961; NPRDL, 1970; Yellen & McGanka, 1971; and Yellen & Hoover, 1973). Results indicated that personal attributes and personal and/or family conditions are likely to be the most critical factors in determining an individual's success or failure adjusting to an overseas location. To a limited extent, these qualities are now included in the Report of Suitability for Overseas Assignment (NAVPER 1300/16 11-73) which requires that commanding officers certify that individuals are in fact qualified for overseas assignment. This requirement should screen out those who have negative information in their personnel jackets, and/or have come to the command's attention for detrimental reasons such as drug abuse, public intoxication, fighting, marital conflict, indebtedness, or a history of civilian or military criminal offenses. However, it should be pointed out that the majority of individuals who have a difficult time adjusting to an overseas area have performed satisfactorily in the past. Only when they are placed in the foreign environment do they exhibit behaviors that are inappropriate.

It is desirable that an initial screening procedure be employed to screen out individuals who would not make a satisfactory adjustment in an overseas location. A preliminary study (NPRDL, 1972) attempted to predict overseas adjustment of Navy personnel stationed in Greece by using readily accessible information contained in service records. The results demonstrated that length of time in service, Armed Forces Qualification Test score, years of education, marital status, number of dependents, and race were of little practical value as predictors of overseas adjustment.

APPROACH

Predictor Instrument Development

The need for an instrument specific to overseas assignment led to the development of a Biographical, Interest, Attitude Inventory (BIAI) (see Appendix A). The items contained in the BIAI were either selected from an original pool of about 500 items obtained from various sources or written specifically to tap behaviors felt to maximize positive interaction. Broadly defined, these were sociability, empathy, intellectual curiosity, patience, adaptability, acceptance, and morality. An analysis of the original pool reduced the number of items to 109, which were pilot tested on a sample of Navy recruits for readability, clarity, and understandability. This further reduced the number of items to the 98 that comprise the field-tested version of the BIAI.

To determine the validity of the BIAI, it was administered to Navy personnel stationed in Japan. The Strong Vocational Interest Blank (SVIB) was also administered to determine its potential usefulness as a predictor of overseas adjustment. There is considerable military and civilian research evidence supporting the predictive properties of the SVIB. The present study appears to be the first time it has been tested as a predictor of overseas adjustment.

TABLE 1
Overseas Criterion Measures and Their Sources

Criterion	Source
1. Nomination	
Successful adjustment	Peer nomination and command
Unsuccessful adjustment	nomination
2. Self-report	
Amount of interaction	BIAI Questions 2-10 Section III
Level of interaction	Navy Overseas Adjustment Scale
Satisfaction	Kunin Scale

Criterion Development

Criterion measures and their sources are outlined in Table 1 and described below.

1. Nomination criterion:

The Navy personnel (both officers and enlisted) participating in this study were asked to identify individuals, including dependents, whom they knew had adapted very well in Japan and those who had a difficult time in adjusting to living overseas. An instrument entitled Peer Nominations was provided for this purpose which contained specific instructions for listing individuals (see Appendix B). The reasons for identifying an individual as having a difficult time included the following:

- . Fighting with Japanese people
- . Being drunk and disorderly in public
- . Expressing an open dislike for Japanese people, their customs, and culture
- . Being charged and punished for civilian/military violations
- . Being involved in problems of drug abuse
- . Having a spouse who disliked living in Japan
- . Having medical, marital, or financial problems
- . Having children who had been involved in school problems or other difficulties

The above reasons were not the only ones used to identify nonadaptive persons. The nominator could also cite other reasons which caused problems in adjusting to living in Japan. Specific instructions for nominating individuals adapting successfully were likewise provided. The commands involved were also requested to provide the names of individuals who they felt were either notably unsuccessful or exceptionally well adjusted during their overseas tour (Command Nominations, Appendix C).

2. Self-report criterion:

a. Amount of Interaction. Nine questions contained in Section III of the BIAI provided measures of American-Japanese interaction. A straight-forward request was made for such information as: (1) how the respondent felt about the tour of duty in Japan, (2) his overall involvement in the local Japanese community, (3) his spare time activities, (4) his language ability, and (5) the nature of his interaction with Japanese nationals. In each case the range of responses took into consideration the full range of adjustment.

b. Level of Interaction. The Navy Overseas Adjustment Scale (NOAS) is a self-evaluation instrument specifically developed for this study to provide information on a person's level of effective functioning

in the Japanese culture (Appendix D). The adjustment scale was developed by following basically the mixed standard scale procedure as described by Blanz and Ghiselli (1972). This method is designed to minimize errors in rating and provides an index of rating accuracy. The procedure used in this Navy study involved 12 individuals who had prior overseas experience and/or worked in the cross-cultural field. They supplied descriptions of overseas adjustment which were rank ordered by 16 people associated with cross-cultural research. The consensus resulted in a description of 10 traits considered to be the best indicators of successful overseas adjustment. Each trait description was then rewritten three times to produce a low, medium, and high statement reflecting degrees of achievement for that trait. Thus, a total of 30 statements constituted the final version of the NOAS. A respondent must react to each statement by saying essentially that the statement fits him, that it doesn't go far enough to describe his level of adjustment, or that it reflects a degree of achievement that he has not yet attained.

c. Satisfaction. Satisfaction was measured with a Kunin or "faces" scale (Kunin, 1955). This procedure has been used in job satisfaction studies and found to be a valid measure of satisfaction (Smith, Kendall & Hulin, 1969). It has the advantage of eliminating the necessity for translating feelings into words. Using this graphic scale, the respondent was required to check the face that expressed how he felt about being in Japan. The faces ran the gamut of feeling from positive to negative, and were scored by assigning a value of 1 through 5 to each of the response alternatives (indicating minimum to maximum satisfaction). (See Appendix E)

Data Collection

The BIAI and SVIB were completed by 249 Navy personnel (227 enlisted and 22 officers) stationed and/or homeported in Yokosuka, Japan. The participants were from 13 different commands. The demographic characteristics of the personnel who participated in this study are summarized in Table 2.

TABLE 2

Sampling Distributions

<u>Paygrade</u>	<u>N</u>	<u>Percent</u>
01-04	22	8.8
E1-E3	61	24.5
E4-E6	132	53.0
E7-E9	34	13.7
<u>Age</u>		
18-21	66	26.5
22-25	65	26.1
26-30	53	21.3
31-40	57	22.9
41-50	7	2.8
Blank	1	.4
<u>Education</u>		
Less than high school	25	10.0
High school	150	60.2
Technical (trade) school	5	2.0
Some college	42	16.9
College graduate	26	10.4
Blank	1	.4
<u>Race</u>		
Caucasian	200	80.3
Black	26	10.4
Mexican-American	6	2.4
Filipino	11	4.4
Oriental	2	.8
American Indian	1	.4
Puerto Rican	0	0.0
Other	2	.8
Blank	1	.4

Identification of Successful and Unsuccessful Adjusters

As previously mentioned, the participants in this study were asked to identify individuals whom they knew had adjusted successfully or unsuccessfully to living in Japan. Approximately 200 individuals were listed by this peer nomination procedure. In addition, the commands provided names of individuals who they felt were adjusting well or poorly to living in Japan. Of the peer/command nominated group, 42 (26 successful and 16 unsuccessful) had participated in the data collection phase of this study. In other words, BIAI, SVIB, and criterion data had been obtained on 42 individuals identified as successful or unsuccessful.

Scoring Procedures

Two criterion scoring procedures were used. In Procedure A, the nine questions contained in the BIAI, measuring the amount of interaction were scored and combined with the Kunin Scale score which measured amount of satisfaction. In Procedure B, the ten trait scores contained in the Navy Overseas Adjustment Scale were combined and used as an overall criterion score. The two distributions of criterion scores on the 42 individuals were viewed independently. In the majority of cases, Procedure A supported the classification of individuals as successful or unsuccessful adjusters as previously ascertained using the peer/command nomination procedure. A cutting score was established for data derived from the method, which resulted in the correct classification of 36 of the 42 individuals. As shown in Table 3, part A, 10 of the 16 (62%) individuals nominated as unsuccessful adjusters and all nominated as successful adjusters were correctly identified. Consequently, Procedure A, as well as the cutting score established for the 42 individuals in the criterion group, was utilized in classifying the remaining 207 individuals in the sample as successful or unsuccessful.

The 9 BIAI items were designed to measure the amount of interaction with host country nationals, while the NCAS was designed to measure the depth of understanding and quality of these interactions. The NOAS data analysis (Procedure B) carefully followed the guidelines presented by the Center for Research and Education in its Peace Corps report (Tucker, 1973). It was theorized that data resulting from the initial administration of NOAS would allow further development of the self-reported criterion measure of overseas adjustment. Although the NOAS criterion score was generally supportive of information gained from the nine BIAI items and the Kunin scale, it did not classify individuals as accurately as method A (see Table 3). As a result, it was not used in the remainder of this study. It was felt, however, that the NOAS data gathered in Japan provided valuable feedback on the instrument's development, notably in terms of instructions and item content.

TABLE 3

Prediction of Group Membership Based on Criterion
Scoring Procedures: A - Nine Items and Kunin
Scale, and B - Navy Overseas
Adjustment Scale Score

Actual Membership		Classified as:		
		Unsuccessful Adjusters	Successful Adjusters	
A -	Successful Adjuster	26	0	26
	Unsuccessful Adjuster	16	10	6
B -	Successful Adjuster	25 ^a	3	22
	Unsuccessful Adjuster	16	7	9

^aOne NOAS form was incomplete and could not be scored.

Key-construction and cross-validation groups

A key-construction group (N = 125) and a cross-validation group (N = 124) were formed by splitting the total sample randomly into two subsamples. Each subsample was comprised of a successful and an unsuccessful adjusters group, identified by applying the cutting score established for use with Procedure A.

BIAI and SVIB items for which there can be no predetermined "right" or "wrong" answer were subjected to the KEYCON Item Analysis Program¹, which contrasts the rate of endorsement on each item response alternative for successful and unsuccessful adjusters. For example, question one of the BIAI asks the respondent's age on his last birthday and seven item response alternatives representing different age group categories. Twenty-one percent of the successful adjusters and 54 percent of the unsuccessful adjusters endorsed the second alternative (18-21 years) - a difference of 33 percent. Items were selected for inclusion in the predictor instrument if the observed difference in rates of endorsement for successful and unsuccessful adjusters exceeded 16 percent in the key-construction group, and was at least 9 percent for the cross-validation group. Items were selected only if response patterns reflected logical consistency.

¹The KEYCON program was developed by J. Wolfe and I. Harloff at the Naval Personnel Training Research Laboratory, San Diego, in May 1970 and revised June 1971.

In developing individual BIAI and SVIB scores +1 was assigned to those responses more often selected by successful adjusters and a -1 was assigned to those selected by unsuccessful adjusters.

RESULTS AND DISCUSSION

Biographical, Interest, Attitude Inventory

A total of 38 BIAI items out of 98 was selected for inclusion in the final predictor instrument, hereafter referred to as the Cross-Cultural Interaction Inventory (CCII), presented in Appendix F. Table 4 presents the means, standard deviations, Tilton's overlap coefficient, and validity coefficients of the CCII.

The point-biserial correlations between scores on the 38 BIAI items and those resulting from criterion scoring Procedure A were .63 for the key-construction group and .66 for the cross-validation group ($p < .01$). Tilton's overlap coefficient was 27 percent, which indicated that there was a low degree of overlap between the distributions of scores on the CCII for individuals classified as successfully adapted and unsuccessfully adapted. Dunnette (1966, p. 149) considers that "Values below 45 percent denote unusually high accuracy for using a measure as a classification device."

TABLE 4

Statistical Description of the BIAI as a Predictor
of Overseas Adjustment

Sample	<u>N</u>	Mean	Standard Deviation	Percent Overlap	Validity Coefficient
<u>Key-Construction</u>					
High Adjusters	1	11.28	7.74	27.61	.63*
Low Adjusters	24	- 3.29	6.00		
<u>Cross-Validation</u>					
High Adjusters	100	14.82	6.98	27.38	.66*
Low Adjusters	24	1.54	5.15		

* $p < .01$.

Nine of the 38 items comprising the CCII were biographical and interest items, while 29 were attitudinal. The successful and unsuccessful adjuster profiles based on biographical and interest item endorsement are shown below:

1. The successful adjuster

- . Was 25 or over,
- . Had been married 2-6 years,
- . Rated himself as definitely more patient than others,
- . Felt his spouse can handle money very well in his absence,
- . Has a marriage with many more good than bad days,
- . Thought people of other countries are interesting and would like to learn more about their culture, and
- . Enjoys camping, as does his spouse.

2. The unsuccessful adjuster

- . Was 21 or younger,
- . Felt uncertain as to how his teachers would have evaluated him,
- . Felt his patience was average or less than average,
- . Thought people from other countries are trying to take advantage of Americans,
- . Though Americans have taken advantage of people from other countries so they are wary of us, and
- . Didn't know a foreign language and was not interested in learning one.

The 29 attitudinal items of the CCII were placed in the original categories according to the following underlying personality traits: sociability, empathy, intellectual curiosity, patience, adaptability, acceptance, and morality. Figure 1 shows the comparison of successful and unsuccessful adjusters on the means of these seven personality traits.

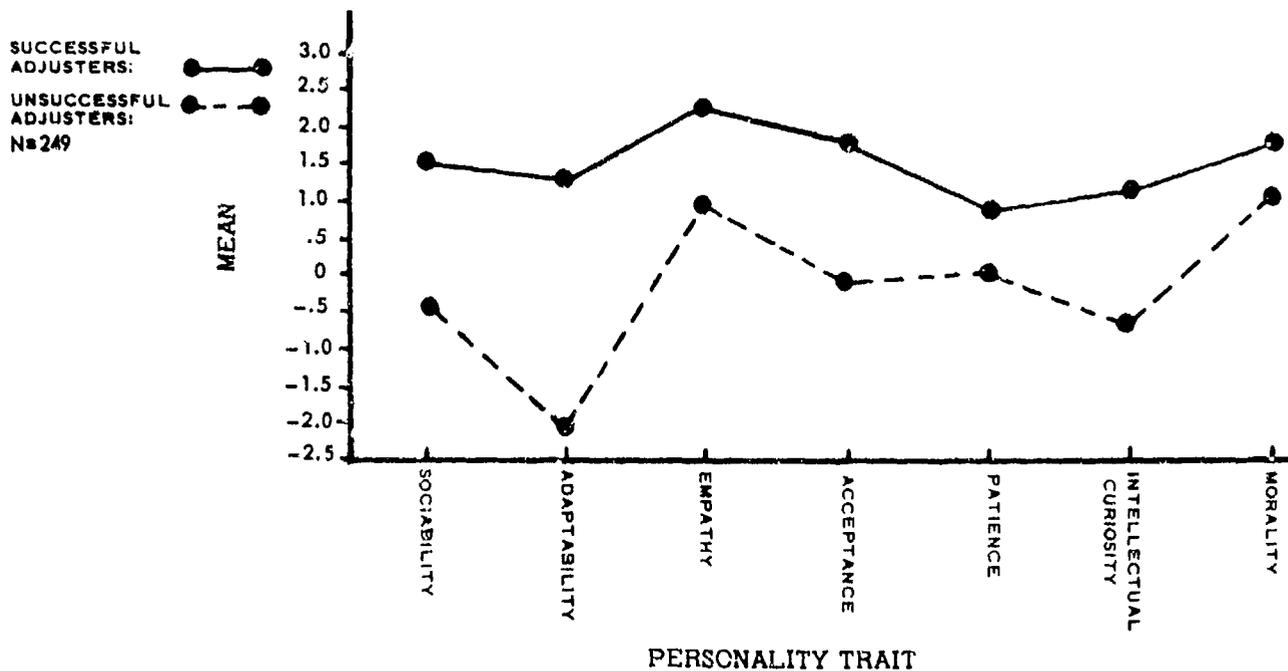


Figure 1. Comparison of personality trait mean scores for successful and unsuccessful adjusters.

Table 5 presents the means and standard deviations for the 9 biographical and interest items of the CCII as well as the 29 attitudinal items. These were developed for both the 42 successful and unsuccessful adjusters in the peer command nomination group, and the total sample of 249 classified by Procedure A.

TABLE 5

Comparison of Biographical/Interest and Attitudinal Mean Scores for Successful and Unsuccessful Adjusters

	Biographical/Interest Mean Score (9 items)	Attitudinal Mean Score (29 items)
<u>Total Sample</u>		
Successful Adjusters	2.15	12.92
Unsuccessful Adjusters	-.96	2.88

<u>Peer Command Nomination Groups</u>		
Successful Adjusters	2.23	10.77
Unsuccessful Adjusters	-.38	-.25

Table 6 shows the cumulative frequencies and percentage distribution of CCII scores for the 42 individuals identified by the peer/command nomination procedure as making a successful or unsuccessful adjustment to living in an overseas environment. As can be seen, scores of 18 or above were received only by those identified as making a successful adjustment. Conversely, only persons nominated as having adjustment problems received scores below zero. Thus, if the goal were to be highly selective (such as that which should be set in selecting individuals for the Personnel Exchange Program or Attache/Advisor Duty), setting the minimum qualifying score at 18 would have resulted in rejection of all the identified unsuccessful adjusters and selection of 10 (38%) of the identified successful adjusters.

TABLE 6

Distribution of CCII Scores in Relation to Peer/Command Criterion Categories

CCII Scores	Successful Adjusters		Unsuccessful Adjusters	
	Cumulative Frequency	Cumulative Percentage	Cumulative Frequency	Cumulative Percentage
24-29	26	100		
18-23	24	92		
12-17	16	61	16	100
6-11	8	31	13	81
0-5	2	8	11	69
-1-6			5	31
-7-12			3	19

Only two, or 8 percent, of the 26 successful adjusters received a score of 5 or less, as contrasted with 11, or 69 percent, of the unsuccessful adjusters. Thus, if the CCII were available and used in the selection of these 42 individuals, setting the minimum qualifying score at 6 would have disqualified 11 or 69 percent of the unsuccessful group, as well as 2 members of the successful group. Setting the minimum qualifying score at 0 would have disqualified 5, or 31 percent, of the unsuccessful group without eliminating any of the successful adjusters.

As can be seen in Figure 2, when applying a similar analysis to the remaining sample of CCII scores (N = 207), a qualifying score of 0 would have resulted in disqualifying 58 percent of the unsuccessful adjusters and only 3 percent of the successful adjusters. Applying a cutting score of 8, as shown in Figure 3, would disqualify not only 90 percent of the

unsuccessful adjusters but also 26 percent of the successful adjusters. In both figures, successful and unsuccessful adjusters were identified on the basis of their self-reported criterion measures as opposed to Table 6, where adjustment was established by peer/command nomination. In any selection procedure, an optimal qualifying score must be established which will maximize the number of individuals who would prove to be successful in the overseas environment, while minimizing the number who would prove to be unsuccessful. At the same time, the qualifying score must minimize the number of potentially unsuccessful people selected and the number of potentially successful people not selected. The current form of the CCLI provides a tool on which to base such selection decisions.

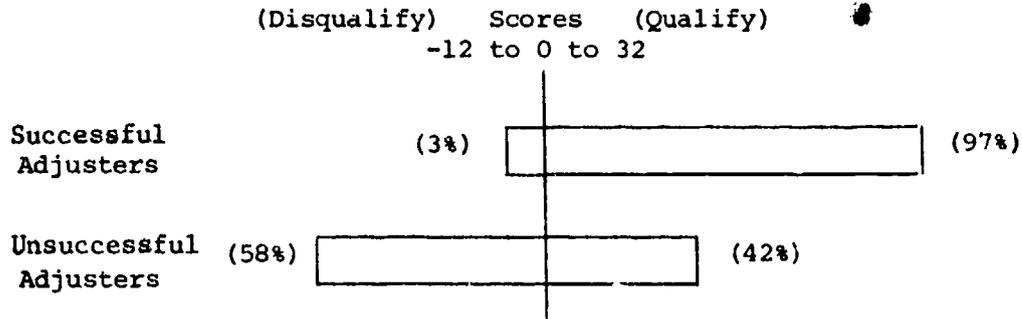


Fig. 2. Effectiveness of a qualifying score of 0 as a selection strategy.

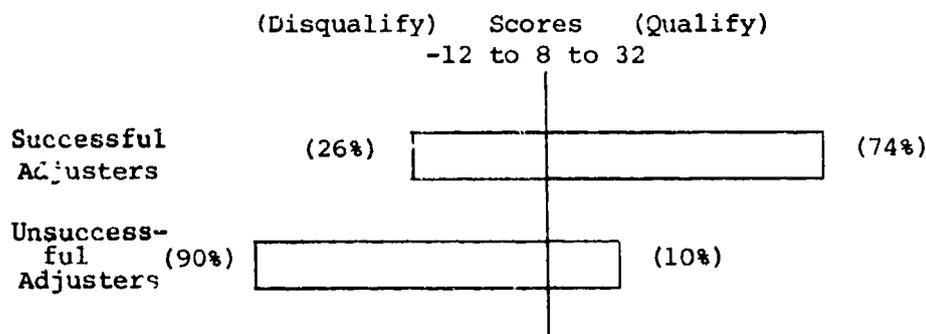


Fig. 3. Effectiveness of a qualifying score of 8 as a selection strategy.

The immediate beneficiaries of this screening method will be the Personnel Development and Distribution sections of the Bureau of Naval Personnel. The CCII is a brief questionnaire that can easily be made available and administered at all entry points. Enlisted personnel scores can be recorded as a Page 13 entry in Enlisted Personnel Service Jackets and made a part of the Enlisted Transfer Document (in the A "growth spaces" currently accessible for information). Thus, a detailer who is considering a man for overseas assignment can quickly determine whether his adjustment potential is above or below the critical score. If the score is well below the cutting point, he should reconsider the overseas assignment for this individual.

At present, the commanding officer of an individual receiving overseas orders is responsible for certifying his suitability for overseas assignment (NAVPERS 1300/16 11-73). This is a relatively new procedure which has yet to be evaluated. Currently, there is no information available that can be used to assess whether a person will satisfactorily adjust to an overseas environment.

Strong Vocational Interest Blank

The KEYCON item analysis program previously mentioned was used to score the SVIB as a predictor of overseas adjustment. Results are presented in Table 7. Although results were satisfactory for the key-construction group, they were not sustained for the cross-validation group. The high percentage of overlap and the low validity coefficient were of particular concern. These factors, as well as such practical considerations as the length of the SVIB (399 questions) as contrasted with that of the CCII (38 items), led researchers to believe that the SVIB is not as useful for predicting overseas performance as the CCII.

TABLE 7

Statistical Description of the SVIB as a Predictor
of Overseas Adjustment

Sample	N	Mean	Standard Deviation	Percent Overlap	Validity Coefficient
<u>Key-Construction</u>					
High Adjusters	101	4.59	9.22	35.26	.56*
Low Adjusters	24	-14.28	11.07		

<u>Cross-Validation</u>					
High Adjusters	100	.98	9.09	74.61	.25*
Low Adjusters	24	- 5.69	11.51		

* $p < .01$.

An inspection of SVIB responses revealed a negative pattern for unsuccessful adjusters. For example, it was seen that a greater percentage of the low criterion group endorsed "dislike" of activities and interests that stress written and verbal skills. In addition, this group tended to dislike military activities, social problems, and traveling. They seemed less venturesome and outgoing than the high criterion group. Specific examples of items for which a substantially larger percentage of the low criterion group than the high criterion group marked "dislike" were:

- Occupations: Author of a novel, author of a technical book, interpreter, foreign service man, foreign correspondent, sales manager, and retailer.
- School subjects: English composition, modern and ancient languages, spelling, and military drilling.
- Amusements & Activities: Social problem movies, making a speech, drilling in a military company, and travel magazines.
- Types of people: Military men, and outspoken people with new ideas.

The high criterion group had no comparable pattern of likes or dislikes that approached an acceptable level of differentiation.

CONCLUSIONS

The results of field-testing experimental instruments are encouraging for the development of a selection instrument to predict adjustment of Navy personnel in an overseas environment. Some of the more significant conclusions warranted from this study were:

1. An adequate number of items from the original BIAI pool were available for further experimentation. Thirty-eight items, which differentiated with high accuracy the adjustment of 249 Navy personnel in Japan, were selected to constitute the Cross-Cultural Interaction Inventory (CCII).

2. The types of items that appeared most useful in differentiating between successful and unsuccessful adjusters were attitude items.

3. The items of the Biographical, Interest, Attitude Inventory pool selected for inclusion in the CCII significantly discriminated between successful and unsuccessful adjusters. A selection strategy was applied to the identified successful and unsuccessful adjusters which would have resulted in disqualifying the majority of unsuccessful adjusters for overseas duty.

4. The accuracy of selection decisions made using the CCII needs to be demonstrated for personnel awaiting overseas assignment since its development required the utilization of personnel already overseas. However the value of the CCII rests in its demonstrated potential which could serve as the basis for developing a refined key for use with inexperienced personnel.

5. Items in the SVIB, as a whole, were not especially predictive of successful or unsuccessful adjustment. However, the negative response pattern that emerged for unsuccessful adjusters should prove useful in writing additional items to be tested for inclusion in the CCII.

6. In general, the NOAS seemed to be a satisfactory instrument for reflecting perceived overseas adjustment as shown by the agreement with Kunin scores and peer ratings. However, in the development of this selection model, it was not as accurate as some of the other measures obtained.

RECOMMENDATIONS

Inasmuch as the predictive data were obtained in a post hoc fashion, i.e., after personnel had already spent an amount of time in Japan, the Cross-Cultural Interaction Inventory should be tested on a "naive" population of Navy personnel who have yet to be assigned overseas. The

careers of this population need to be followed, and the level of adjustment of those persons sent overseas should be measured. Only when this longitudinal research is done can the Navy feel confident that it has a valid predictive instrument. To date, the CCI has been used only to differentiate between individuals actually overseas who are interacting in a satisfying way and those who have limited interaction with Japanese nationals and are dissatisfied.

The Navy Overseas Adjustment Scale needs further refinement. It could prove to be a useful self-evaluative device for validating selection decisions. It could also be used by Human Resource Management Centers as a personal feedback instrument.

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APPENDIX A

BIOGRAPHICAL INTEREST ATTITUDE INVENTORY

(BIAI)

INTRODUCTION

You are requested to give certain information about your background, interests, and everyday activities. The responses you make to the questions will be used as part of the research that the Navy Personnel Research and Development Center is conducting to improve the Navy's overseas assignment procedures. As a result of this research, the Navy can revise or implement new personnel procedures and programs based on actual experiences and advice from men and women in the field.

Please answer the questions in this booklet frankly and carefully on the basis of your own background and experience. This is not a test! The only answer desired is which is true for you, in your personal judgment and opinion.

FOR RESEARCH PURPOSES ONLY--INFORMATION WILL NOT BECOME PART OF YOUR RECORD.

Record all your answers in this booklet. PRINT THE FOLLOWING INFORMATION IN THE SPACES PROVIDED.

Name: _____
 Last First Middle

Social Security Number: _____

Paygrade: _____

Ship or Command: _____

(PLEASE GO ON TO NEXT PAGE)

SECTION I

Circle the letter representing the most appropriate alternative given, even though it may not exactly describe you. Do not skip any questions.

1. How old were you on your last birthday?
 - a. 17 years or younger.
 - b. 18-21 years.
 - c. 22-25 years.
 - d. 26-30 years.
 - e. 31-40 years.
 - f. 41-50 years.
 - g. 51 years or older.

2. What is the highest level of education you have completed?
 - a. 10th grade or less.
 - b. 11th grade.
 - c. 12th grade, or GED equivalent.
 - d. Technical or trade school.
 - e. Some college.
 - f. College graduate or more.

3. What is your ethnic group?

a. Caucasian.	e. Oriental.
b. Black.	f. American Indian.
c. Mexican-American.	g. Puerto Rican.
d. Filipino.	h. Other.

4. What was the longest single period of time that you spent away from home up to your 18th birthday?
 - a. Less than two weeks.
 - b. Two weeks to a month.
 - c. One month to two months.
 - d. Three months to six months.
 - e. Over six months.

(PLEASE GO ON TO NEXT PAGE)

5. With whom did you live most of the time up to your 18th birthday?
- a. Both parents.
 - b. One parent.
 - c. Father and stepmother.
 - d. Mother and stepfather.
 - e. Other.
6. How frequently, if ever, were your parents/guardians contacted to discuss your academic or behavioral problems during high school?
- a. Never.
 - b. Once or twice.
 - c. About once a year.
 - d. About twice a year.
 - e. More often than twice a year.
7. During high school, how would most of your teachers have evaluated you? (Consider such things as cooperativeness, tardiness, boisterousness, etc.)
- a. Very desirable.
 - b. Somewhat desirable.
 - c. Uncertain.
 - d. Somewhat undesirable.
 - e. Very undesirable.
8. Which of the following best describes your parent's or guardian's attitude toward your conduct during your last year of school? They felt I was...
- a. Extremely difficult to manage.
 - b. Usually difficult to manage.
 - c. Fairly difficult to manage.
 - d. Seldom difficult to manage.
 - e. Not difficult to manage.

(PLEASE GO ON TO NEXT PAGE)

9. In what size place did you live most of your life before you entered the Navy?
- a. Farm, ranch, or open country.
 - b. Fewer than 2,500 population.
 - c. 2,500 to 25,000 population.
 - d. More than 25,000 to 100,000 population.
 - e. Over 100,000 population.
10. What kind of house did your family live in during most of your youth?
- a. Large home with more than enough room.
 - b. Medium sized home, adequate for the size of our family.
 - c. Small home, somewhat cramped quarters.
 - d. Apartment.
 - e. I was brought up in an institution.
11. Which of the following best describes your present marital status? (Circle all that apply.)
- a. Single, with no plans for marriage.
 - b. Single, but planning to get married.
 - c. Married less than 2 years.
 - d. Married 2 to 10 years.
 - e. Married more than 10 years.
 - f. Separated.
 - g. Divorced.
 - h. Widowed.
 - i. Remarried.
12. How many children do you have?
- a. None.
 - b. 1.
 - c. 2.
 - d. 3.
 - e. 4.
 - f. 5 or over.
13. Do any of your children require special attention, such as special schooling or medical attention?
- a. Not applicable.
 - b. Yes, quite a bit.
 - c. Yes, some.
 - d. No.

(PLEASE GO ON TO NEXT PAGE)

14. How frequently are you and/or your spouse requested to go to the school your children attend to discuss their academic or disciplinary problems?
- a. Not applicable.
 - b. Never.
 - c. About once a year.
 - d. About twice a year.
 - e. About once every month or so.
15. During the past year, how many times have you and/or your spouse had contact with juvenile authorities or the military or civilian police concerning your children?
- a. Not applicable.
 - b. Never.
 - c. Once.
 - d. Twice to three times.
 - e. Four or more times.
16. Do you and your spouse enjoy camping?
- a. I enjoy camping, but my spouse does not.
 - b. Neither my spouse nor I enjoy camping.
 - c. My spouse enjoys camping, but I do not.
 - d. We have never camped.
 - e. Both my spouse and I enjoy camping.
 - f. Not married and enjoy camping.
 - g. Not married and don't enjoy camping.
17. How much personal or telephone contact do you maintain with family members who do not live with you?
- a. Daily visits or phone calls.
 - b. Visits or phone calls several times a week.
 - c. Visits or phone calls several times a month.
 - d. Visits or phone calls at least once every six months.
 - e. Rarely see or talk to the relatives.

(PLEASE GO ON TO NEXT PAGE)

18. How would you rate your patience with people with whom you have difficulty communicating? (An example may be a language problem in which it is difficult to understand the other person or they have a problem understanding you.)
- a. Definitely more patience than average.
 - b. Somewhat more patience than average.
 - c. About average.
 - d. Somewhat less patience than average.
 - e. Definitely less patience than average.
19. How do you think your spouse would handle the money or manage the household during your absences?
- a. Very well.
 - b. Fairly well.
 - c. With some difficulty.
 - d. With great difficulty.
 - e. Not at all.
 - f. Not married.
20. Which of the following best describes your marriage?
- a. Seems to have many more bad days than good days.
 - b. Seems to have some more bad days than good days.
 - c. Seems to have about the same number of good and bad days.
 - d. Seems to have some more good days than bad days.
 - e. Seems to have many more good days than bad days.
 - f. Not married.
21. With regard to your best interests (personal goals, job, career, etc.), does your spouse:
- a. Help you somewhat.
 - b. Does everything she/he can to further them.
 - c. Hinders you somewhat.
 - d. Hinders you a lot.
 - e. All things considered, neither hinders nor particularly helps further your best interests.
 - f. Not married.

(PLEASE GO ON TO NEXT PAGE)

22. If you were to feel depressed, what would you most prefer to do?

- | | |
|--------------------------|--------------------------------|
| a. Go out and get drunk. | g. Be with friends. |
| b. Go to the movies. | h. Take a walk. |
| c. Have a few drinks. | i. Other; please specify _____ |
| d. Talk to someone. | _____ |
| e. Be by myself. | _____ |
| f. Try to sleep it off. | |

23. How much of your income is uncommitted, that is, free to spend in any way you want?

- a. Less than 10 percent.
- b. 10 to 20 percent.
- c. 21 to 40 percent.
- d. 41 to 50 percent.
- e. More than 51 percent.

24. Which of the following best describes you? I have a reserve-- savings, government bonds, etc.--of:

- a. Less than \$100.
- b. \$100 to \$499.
- c. \$500 to \$999.
- d. \$1,000 to \$4,999.
- e. \$5,000 or more.

25. How do you feel about your share of happiness in life?

- a. Have had nothing but bad breaks.
- b. Have had about an even share of good luck and bad luck.
- c. Have had more than my share of bad breaks.
- d. Have had more good breaks than bad ones.
- e. Luck has been with me practically all the time.
- f. Luck has nothing to do with it--I've made my own happiness and unhappiness in life.

(PLEASE GO ON TO NEXT PAGE)

26. What do you think of people from other countries?

- a. They are trying to take advantage of Americans; one must be careful of them.
 - b. The Americans have taken advantage of them; they are rightfully wary of us.
 - c. They are interesting and I would like to learn more about their culture.
 - d. They are not as advanced as Americans; one should try to help them.
 - e. Other; please specify: _____
- _____
- _____

27. Would you be interested in learning a foreign language?

- a. I already know a foreign language and would like to learn another.
- b. I have some knowledge of a foreign language and am not interested in learning another.
- c. I don't know a foreign language and am interested in learning one.
- d. I don't know a foreign language and am not interested in learning one.

28. What is your opinion of spending free time visiting places of interest to travelers?

- a. It is a waste of time and money.
- b. It may or may not be worthwhile.
- c. It is something that I would like to do.
- d. It is of considerable interest.
- e. It is one of my major goals.

29. Which of the following best describes your feeling about food?

- a. I limit my diet to the few things I like.
- b. I have a limited diet but occasionally try something new.
- c. I have a somewhat varied diet and sometimes try new foods.
- d. My diet has considerable variety and there are only a few kinds of food I would not try.
- e. I eat a wide variety of food and am constantly looking forward to eating new kinds of food.

(PLEASE GO ON TO NEXT PAGE)

30. How often do you or your dependents go to the dispensary and/or use non-military medical assistance for illness?

- a. About once a month or more often.
- b. About once every 3 months.
- c. About once every 6 months.
- d. About once a year.
- e. Never.

SECTION II

Please indicate the extent to which you agree or disagree with each statement by circling one and only one of the five choices:

- SA = I strongly agree with the statement.
- A = I tend to agree with the statement.
- N = I have no opinion, uncertain, or am indifferent.
- D = I tend to disagree with the statement.
- SD = I strongly disagree with the statement.

- 1. SA A N D SD I find it easy to make good friends.
- 2. SA A N D SD Wherever Americans are stationed/homeported, the local people should be able to speak English.
- 3. SA A N D SD I like to learn things about people in other countries.
- 4. SA A N D SD I don't expect people to keep all their promises.
- 5. SA A N D SD In general, I prefer to keep to myself.
- 6. SA A N D SD People should not change their ideas if they think they are right.

(PLEASE GO ON TO NEXT PAGE)

7. SA A N D SD It isn't necessary to apologize when you're wrong.
8. SA A N D SD There are few real ties between American and foreign people.
9. SA A N D SD I like to make other people laugh or smile.
10. SA A N D SD I generally don't give in during an argument.
11. SA A N D SD It's not important to be polite to strangers.
12. SA A N D SD I don't consider brand names as long as the quality is good.
13. SA A N D SD I think I would have trouble living in most other countries besides the United States.
14. SA A N D SD I like to talk to people about their trips to foreign places.
15. SA A N D SD It's okay not to repay small loans.
16. SA A N D SD It's okay to take advantage of a stranger if you can get away with it.
17. SA A N D SD I'm usually not at ease at parties or other social gatherings.
18. SA A N D SD It's impossible to like some minority groups.
19. SA A N D SD I'd rather be with people who see things as I do.
20. SA A N D SD I would not tolerate cold and damp living quarters.
21. SA A N D SD I wouldn't buy stolen goods.
22. SA A N D SD I usually find it hard to pay my debts.
23. SA A N D SD It's best not to become friendly with foreigners.
24. SA A N D SD I can usually control my temper while being pushed and shoved.
25. SA A N D SD For the most part, the world is a friendly place.
26. SA A N D SD We need to have laws even though we may not like them.

(PLEASE GO ON TO NEXT PAGE)

27. SA A N D SD I don't care what other people do as long as they don't involve me.
28. SA A N D SD The people I don't like, know about it.
29. SA A N D SD I can usually "break the ice" at a party and get things going smoothly.
30. SA A N D SD People with ignorant beliefs should be corrected on the spot.
31. SA A N D SD People in other countries should try doing things like the Americans.
32. SA A N D SD I like talking with people.
33. SA A N D SD Buying stolen goods is okay if you can get a good deal.
34. SA A N D SD If I don't like someone I usually tell them.
35. SA A N D SD I usually feel comfortable around new people and in new places.
36. SA A N D SD The customs and things that people do in other countries are just as good as the way we do them in the U. S.
37. SA A N D SD People in foreign countries should be thankful that Americans are over there.
38. SA A N D SD If I were overseas, I'd refuse to live where there are no or very few other Americans.
39. SA A N D SD I get tough with people who act loud and rude.
40. SA A N D SD Service people living in a foreign country should not be required to live by the rules and regulations of the foreign country.
41. SA A N D SD I avoid starting conversations with strangers.
42. SA A N D SD I don't care what other people think; I usually do what I please.
43. SA A N D SD There are many things about other countries that I can never accept.

(PLEASE GO ON TO NEXT PAGE)

44. SA A N D SD It's okay to break any law as long as you don't get caught.
45. SA A N D SD In general, I have been able to develop warm relationships with my friends.
46. SA A N D SD I'm always trying to win people over to my political beliefs.
47. SA A N D SD I feel uncomfortable working with people of different races or nationalities.
48. SA A N D SD Getting used to a new situation is usually easy for me.
49. SA A N D SD I don't have the time or the interest to read about other countries.
50. SA A N D SD If someone annoys me I usually think before I act.
51. SA A N D SD It seems as though I'm always sorry for something I've just said or done.
52. SA A N D SD There are few people I would care to have as friends.
53. SA A N D SD If something is bothering me, I usually like to get it off my mind, even if someone's feelings may be hurt.
54. SA A N D SD I'll usually give in during an argument.
55. SA A N D SD People visiting in a foreign country should learn some of the language there.
56. SA A N D SD I think of myself as an outgoing and talkative person.
57. SA A N D SD The only way to survive is to be part of a gang.
58. SA A N D SD Most of the time Americans have better ideas about things than foreigners do.
59. SA A N D SD I'm always trying to win people over to my religious beliefs.
60. SA A N D SD I think movies about foreign countries are dull.

(PLEASE GO ON TO NEXT PAGE)

61. SA A N D SD All people have to depend on others.
62. SA A N D SD It takes me a long time to get over bad feelings towards other people.
63. SA A N D SD Navy personnel should be able to buy all their food and supplies from the commissary and exchange.
64. SA A N D SD I don't like it when people try to tell me what to do.
65. SA A N D SD Most people are basically honest.
66. SA A N D SD I prefer American brand named goods over foreign produced goods.
67. SA A N D SD While in a foreign country, I wouldn't mind going to a local doctor.
68. SA A N D SD People are better off if they mix with others.

SECTION III

In this Section we ask you to give some information about your own experience in Japan. Please circle the letter representing the most appropriate alternative given, even though it may not exactly describe you. Do not skip any questions.

1. On your current tour of duty, how long have you been stationed or homeported in Japan?
 - a. 0-6 months.
 - b. 7-12 months.
 - c. 13-18 months.
 - d. 19-24 months.
 - e. Over 24 months.

(PLEASE GO ON TO NEXT PAGE)

2. How do you feel at the present time about your tour of duty overseas? Your answer will not commit you to the course of action you choose here.
- Would like to extend my time in Japan beyond the normal limit of this tour.
 - Would not like to extend this tour but would like to come back to Japan on another overseas tour.
 - Would like another overseas tour but not in Japan.
 - Fairly satisfied with this tour in Japan but would not want another overseas tour.
 - Would like to terminate this tour early and never have to go on another overseas tour.
3. Which of the following best describes your overall involvement in the local Japanese community? ("Involvement" includes participating in Japanese/American civic affairs, teaching conversation classes, using Japanese facilities, joining Japanese groups--that sort of thing.)
- Deeply involved.
 - Considerably involved.
 - Somewhat involved.
 - Barely involved.
 - Not at all involved.
4. How well are you able to get along in Japan? (For example, finding things you need in Japanese stores, finding things to do that you like, etc.)
- Very well.
 - Rather well.
 - Uncertain.
 - Not especially well.
 - Not at all well.
5. Of the following things to do, which one would you most prefer to do during some free time?
- Go visit American friends.
 - Go to a Japanese shopping center.
 - Go to a bar.
 - Go to the Navy Exchange.
 - Go visit Japanese friends.

(PLEASE GO ON TO NEXT PAGE)

6. Of the following things to do, in which way would you most prefer to spend a 3-day weekend?
- Stay at a Ryokan in a nearby city.
 - Join a Japanese group to hike Fuji.
 - Join a command-sponsored activity (like a sightseeing trip).
 - Stay on base.
 - Stay in a Japanese home.
7. How well do you speak Japanese?
- Not at all.
 - Very few words such as "Konnichiwa," "Hai," and "Doko."
 - Short phrases and sentences such as: "Ikura desuka?" and "Iie, chigai masu."
 - Simple conversation.
 - Speak with ease.
8. How do you generally feel about Japanese people?
- Like them very much.
 - Like them somewhat.
 - Dislike them somewhat.
 - Dislike them very much.
 - Haven't made up my mind.
9. How often have you found it necessary to tell off Japanese nationals?
- Four or more times.
 - Three times.
 - Twice.
 - Once.
 - Never.
10. How many Japanese friends do you have whom you plan to stay in touch with after this tour is over?
- One.
 - Two.
 - Three or more.
 - Have at least one Japanese friend but don't plan to stay in touch.
 - Don't have any Japanese friends.

(PLEASE GO ON TO NEXT PAGE)

APPENDIX B

PEER NOMINATIONS

PERF. NOMINATIONS

As you are well aware, Navy people differ in their reaction to being stationed/homeported in Japan. There are those who have an extremely difficult time in adjusting.. They may not like living in Japan, and may have trouble accepting the Japanese people, their customs or their culture. On the other hand, there are those individuals who have adjusted extremely well. They like living in Japan, they enjoy the Japanese way of life, and may be involved in many American-Japanese type activities.

In order to help the Navy do a better job of screening/selecting personnel for stationing or homeporting overseas, we are asking your help in identifying individuals (including dependents) whom you know have gotten along very well in Japan, and those individuals (including dependents) who have had a difficult time in adjusting to living overseas. For each individual, include as much identifying information as you can. For those individuals whom you believe have had a difficult time in adjusting to overseas living, give the reasons why you have included them. The reasons may include: fighting with Japanese people; being drunk and disorderly in public; showing an open dislike for Japanese people, their customs and culture; having charges and punishments for civilian/military violations; having problems of drug abuse; having a spouse who dislikes living in Japan; having medical, marital or financial problems, and having children who have had school problems or have gotten into other difficulties. Do not limit yourself to the above reasons. Include any other reasons which have brought about problems.

People who are considered outstandingly successful in adjusting to life in Japan may be characterized by their complete satisfaction with living in Japan, having at least some close Japanese friends, having a genuine interest in the Japanese customs and culture, etc.. Again, do not limit yourself to the reasons listed. Include whatever reasons you believe account for ease in adjusting to living in Japan.

It is recognized that most people fall somewhere between these two groups. It is also understandable that providing the names of individuals who fall in these groups may not be to your liking, particularly those who are having a difficult time adjusting. You are in the best position to know who is adjusting well and who is not. We have no other way of getting this information. If the Navy is to be able to improve the overseas screening and selection procedure, it is necessary that we obtain this type of information.

Again, we would like to assure you that the information you provide will be used for research purposes only. The names you provide will be treated with strictest confidence and will be seen by research personnel only.

INDIVIDUALS ADJUSTING EXTREMELY
WELL TO LIFE IN JAPAN

Name of
Navy Personnel _____ Paygrade _____
Last First Middle

Command/Ship _____

Any other identification (rate, specialization, etc.) _____

Reason for listing _____

INDIVIDUALS ADJUSTING EXTREMELY
WELL TO LIFE IN JAPAN

Name of
Navy Personnel _____ Paygrade _____
Last First Middle

Command/Ship _____

Any other identification (rate, specialization, etc.) _____

Reason for listing _____

INDIVIDUALS ADJUSTING EXTREMELY
WELL TO LIFE IN JAPAN

Name of
Navy Personnel _____ Paygrade _____

Command/Ship _____

Any other identification (rate, specialization, etc.) _____

Reason for listing _____

INDIVIDUALS HAVING DIFFICULT TIME
ADJUSTING TO LIFE IN JAPAN

Name of
Navy Personnel _____ Paygrade _____
Last First Middle

Command/Ship _____

Any other identification (rate, specialization, etc.) _____

Reason for listing _____

INDIVIDUALS HAVING DIFFICULT TIME
ADJUSTING TO LIFE IN JAPAN

Name of
Navy Personnel _____ Paygrade _____
Last First Middle

Command/Ship _____

Any other identification (rate, specialization, etc.) _____

Reason for listing _____

INDIVIDUALS HAVING DIFFICULT TIME
ADJUSTING TO LIFE IN JAPAN

Name of
Navy Personnel _____ Paygrade _____
Last First Middle

Command/Ship _____

Any other identification (rate, specialization, etc.) _____

Reason for listing _____

APPENDIX C

COMMAND NOMINATIONS
(SCREENING AND SELECTION FOR OVERSEAS ASSIGNMENT)

COMMAND NOMINATIONS

Subj: Screening and Selection for Overseas Assignment

1. The Navy Personnel Research and Development Center is developing assessment procedures for screening and selecting personnel for overseas assignment. Currently, a method is being investigated that may permit forecasting an individual's probable adjustment in an assignment to Japan. This method would make use of information available at the time the individual is being considered for overseas duty.
2. In order to evaluate the potential effectiveness of this method of prediction, it is necessary to identify individuals who encounter difficulty in adapting to life in Japan. To provide a comparison group for the study, it is also necessary to identify individuals who do exceptionally well in getting along in Japan. Analysis will then be performed to determine if the group of individuals having difficulty adjusting can be distinguished from those who are successful with respect to information obtained from biographical interest and attitude type information as well as information contained in their service records.
3. It is requested that you provide the name and social security number of people in your command who are either notably unsuccessful or exceptionally well adjusted during their overseas tour. The following descriptions are provided to help you identify those who should be included on the two lists. On the list of unsuccessful, indicate after each name the reason(s) for inclusion.

For Example: JONES, John 000-00-000 Drunk and disorderly in
public, assaulted a Japanese
person

a. The following characteristics have been reported as typical of the medical and non-medical reasons for failure to make an adequate adjustment during an overseas tour.

(1) From medical/dispensary records

(a) There is a chronic or currently serious medical problem for the service man/women, spouse, or dependent.

(b) There is a history of repeated use of the dispensary for treatment of frequent minor ailments for the service man/women, spouse, or dependent.

(2) The following behaviors are characteristic of this person's family members:

(a) Wife's behavior has been noted as unsuitable

(b) Dependent child has a physical/emotional or mental condition that requires special counseling, medical treatment, special equipment, special schooling, etc.

(c) Dependent child has a history of frequent trouble with school/juvenile/police authorities or host country police.

(d) The couple's serious marital problems have come to the attention of his commanding officer.

(3) Financial problems

(a) Has had letter(s) of indebtedness from host-country merchant(s) forwarded to the command for collection

(b) In general is irresponsible concerning financial affairs

(4) The overseas tour of the unsuccessfully adjusted service person is often characterized by events such as:

(a) Charges and punishments for major civilian/military violations

(b) Problems involving drug abuse

(c) Problems involving public drunkenness

(d) Disorderliness in public, disgrace to the Navy

(e) Obvious and overt expression of negative attitudes. Arrogantly and often, to and in front of host-country nationals, speaks disparagingly of the host-country, its people, its customs, and its culture.

b. People who are considered outstandingly successful in their overseas adjustment may be characterized by:

(1) Actively seeking acquaintances and friends among host-country nationals.

(2) Acquiring some speaking ability in the host-country language.

(3) Accepting host-country living conditions as they find them, and adapting their pattern of living accordingly.

(4) Enjoying the changes in living pattern and the challenge of living and working in a non-American culture.

(5) Being even-tempered and taking in stride the sometimes all too frequent criticism of things American.

(6) Taking a genuine and lively interest in the host-country: its people, its customs, and its culture.

(7) Being initiators and/or innovators in developing activities that bring host-country nationals and Americans into social interaction. Examples: establishing a Boy Scout troupe whose membership includes both host-country and American nationals, arranging sporting events where both peoples participate and/or both are spectators.

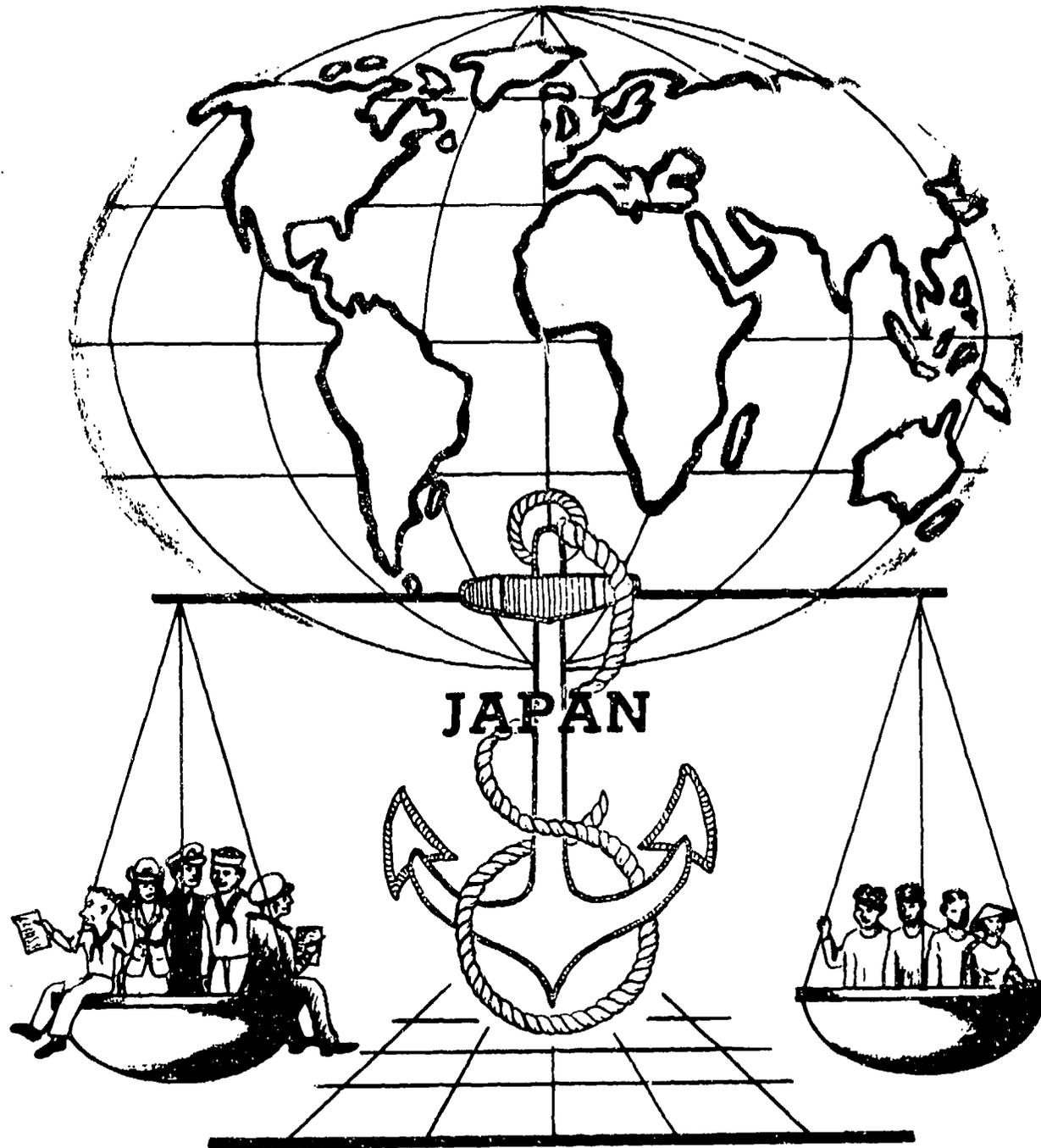
(8) Presenting, in some undefinable way, the best possible image of the American abroad.

5. The information you provide will be used for research purposes only in a study to improve screening and selection for overseas assignment. The names and social security numbers will be treated with strictest confidence.

APPENDIX D

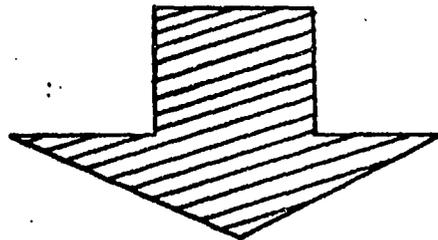
NAVY OVERSEAS ADJUSTMENT SCALE

THE NAVY OVERSEAS ADJUSTMENT SCALE



NAVY PERSONNEL RESEARCH AND DEVELOPMENT CENTER
SAN DIEGO, CALIF. 92152

TO UNDERSTAND WHAT YOU ARE SUPPOSED TO DO PLEASE READ THESE
INSTRUCTIONS BEFORE GOING ON TO THE NEXT PAGE



This questionnaire is about U.S. Navy people and their adjustment to living overseas. Each statement describes something specific about an individual's overseas experience. For example: This person has learned to be patient with host-country drivers.

We'd like to know how well these descriptions of others fit your experience or what you've been doing, feeling, and thinking since arriving here. Please tell us whether they more or less describe you by doing the following:

1. If you feel that the statement is too strong to describe your feeling about yourself, write a + in the box to the right of the statement.
2. If you feel that the statement does a good job of describing your feeling about yourself, write a o in the box to the right.
3. If you feel that the statement is too weak to describe your feeling about yourself, write a - in the box to the right of the statement.

PLEASE RATE EVERY STATEMENT ACCORDING TO THE INSTRUCTIONS. FOR EXAMPLE:

Statement: When eating in a Japanese restaurant, this person usually likes to use chopsticks but occasionally asks for American utensils.

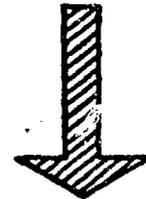
- + If you write a "+" in the box, you might be saying, "this doesn't fit me because it's too strong. I don't like (or can't use) chopsticks and often ask for a fork".
- o If you write a "o" in the box, you are saying, "this describes just about the way I feel about chopsticks".
- If you write a "-" in the box, you might be saying, "this is too weak, it doesn't describe me because I always use chopsticks and never ask for a fork".

If you are not really sure what you are supposed to do, please ask.

REMEMBER:

- + means that the description is too strong...the person it describes has found it easier to fit into Japan than I have and he or she is much farther into the Japanese thing than I am.
- o means that the description is right on...it describes a person very much like myself.
- means that the description is too weak...the person it describes has found it harder to fit into Japan than I have.

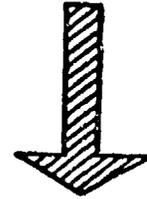
+ = too strong
o = right on
- = too weak



1. This person finds out where in Japan the activities that he's interested in take place, makes the necessary arrangements for participating and follows through and does it!
2. This American is extremely interested in understanding the Japanese way of life. In order to do this, he generally asks a Japanese person to explain what something means.
3. This person knows some basic Japanese and familiar phrases such as "arigato, konnichiwa, or gomen nasai," and does all his talking with Japanese people in English or communicates with gestures.
4. Occasionally but not often, this American becomes noticeably angry at a Japanese person for remarks that are critical of things American. More often than not, he can listen to the criticisms and respond calmly.
5. This American by and large regards Japan and its customs favorably. He sometimes complains that the Japanese just don't do things the right way.



o = right on
- = too weak



6. There are a few kinds of Japanese food that this person likes. However, his diet consists mostly of the things he knows he likes and he is reluctant to try new Japanese dishes.

7. More often than not, this person accepts other people as friends right away. He is likely to become friends with almost any American or Japanese. The other person would have to do something that he disapproves of before he'd change his mind.

8. This person makes an effort to learn Japanese and is able to speak well enough to get along in certain situations such as: ordering in a restaurant, getting help in an emergency, being courteous in thanking, greeting and leave taking. He can understand enough Japanese to help out his American friends when they need to know what a Japanese person said, but has difficulty going the other way... translating English into Japanese.

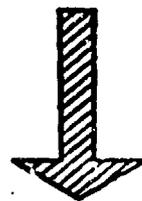
9. This individual is somewhat bored with living in Japan. He has found few activities of interest to him and has made little effort to find out what facilities are available.

10. This person doesn't have one particularly close Japanese friend but in general gets along with most Japanese individuals. He does enjoy doing things with Japanese people and is usually quite willing to join a mixed Japanese/American group for a party or whatever.

11. This person understands how to use the Japanese transportation system fairly well and usually doesn't hesitate to use local busses or trains or drive off the Base. He prefers familiar places and routes so that once he finds out the procedure of going to a particular place he has a tendency to continue returning there instead of trying something new.

12. While generally liking Japanese food, this person always tries out new food before saying he doesn't like it.

+ = too strong
o = right on
- = too weak



13. This American has a moderate amount of interest in understanding the Japanese way of life and occasionally asks the help of a Japanese person to explain something he doesn't understand.

14. This person makes a real effort to learn Japanese and has learned enough to get along quite well both socially and in various difficult circumstances such as: notifying the local police of an accident or stolen property, and explaining to a local doctor what's wrong with him when he's sick. He also acts as a translator for friends and can go both ways... Japanese into English or English into Japanese.

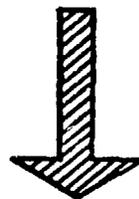
15. The Japanese transportation system has never put this person off. He understands how to use trains, busses, and the Japanese road system, and uses them efficiently without hesitation and with assurance. Consequently, he travels confidently throughout Japan because he knows that he can get around without difficulty.

16. This person really looks forward to the opportunity for having new experiences and makes plans for getting the most he can out of them. For instance as soon as he heard that he had orders to Japan, he went out of his way to find material to read on Japan and people who could answer his questions about what he would find in Japan.

17. This person enjoys almost all kinds of Japanese food, is willing to try new and different dishes and almost always likes the new things.

18. The attitude of this American toward Japan and its customs leaves something to be desired. He complains about the inferiority of the customary ways Japanese have of doing things.

+ = too strong
o = right on
- = too weak



19. This person usually accepts most other people as friends with little hesitation. Only occasionally do differences in race, nationality, or religion make any difference to him.

20. This person is on really friendly terms with very few (if any) Japanese individuals. He doesn't often seek out a Japanese person to do things with because he's more comfortable with fellow Americans.

21. This person has some interest in having new experiences so after receiving his assignment to Japan he read, or at least skimmed, all the area information that he could get his hands on (without too much trouble) and corresponded with his "sponsor" in Japan.

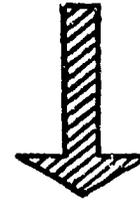
22. This person is reluctant to use Japanese trains, busses, etc. He therefore avoids getting into situations which would require him to use a Japanese bus or train or drive outside the Base.

23. While not the most interested person in Japan, this person understands a few things about the Japanese way of life that were explained to him by American friends.

24. This American seems to get into some conflicts with Japanese people because of a tendency to react rather strongly to their criticisms of things American.

25. While this person generally shows some initiative in finding things to do in Japan, he occasionally needs to be prodded to make the necessary arrangements to do something and follow through.

+ = too strong
o = right on
- = too weak



26. This person has at least one really good Japanese friend. They are comfortable with each other and like to do things together fairly often, like going places or just sitting around home. They don't always do things alone but also invite their friends (American & Japanese) to join them.



27. This American has a positive attitude about Japan and its customs. He never complains about the way Japanese people do things or that their customs are inferior.



28. This person was more or less indifferent to the orders to Japan. Even though he wasn't particularly curious about what he would find in Japan, he did read the information that was sent to him but it didn't seem to make him much more interested in going to Japan.



29. This person usually hesitates before he decides whether to accept other people as friends and he has some difficulty accepting people who are different from himself.



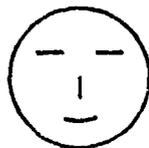
30. This American can calmly listen to criticisms of things American and while respecting the Japanese point of view, he also can express his own viewpoint without offending the Japanese person.



APPENDIX E

KUNIN SCALE

Please put an "x" in the box under the face that expresses how YOU feel about being in Japan.



Your comments or questions about this questionnaire are invited. Use the space below for writing comments and please be certain to show the number of the statement you are commenting about.

APPENDIX F

CROSS-CULTURAL INTERACTION INVENTORY

CROSS-CULTURAL INTERACTION INVENTORY

Instruction: Circle the letter to the left of your answer. Do not skip any questions.

1. How old were you on your last birthday?
 - a. 17 years or younger
 - b. 18-21 years
 - c. 22-25
 - d. 26-30
 - e. 31-40
 - f. 41-50
 - g. 51 years or older
2. During high school, how would most of your teachers have evaluated you? (Consider such things as cooperativeness, tardiness, etc.)
 - a. Very desirable
 - b. Somewhat desirable
 - c. Uncertain
 - d. Somewhat undesirable
 - e. Very undesirable
3. How would you rate your patience with people with whom you have difficulty communicating? (An example may be a language problem in which it is difficult to understand the other person or they have a problem understanding you)
 - a. Definitely more patience than average
 - b. Somewhat more patience than average
 - c. About average
 - d. Somewhat less patience than average
 - e. Definitely less patience than average
4. What do you think of people from other countries?
 - a. They are trying to take advantage of Americans; one must be careful of them
 - b. The Americans have taken advantage of them; they are rightfully wary of us
 - c. They are interesting and I would like to learn more about their culture
 - d. They are not as advanced as Americans; one should try to help them
 - e. None of the above
5. Would you be interested in learning a foreign language?
 - a. I already know a foreign language and would like to learn another
 - b. I have some knowledge of a foreign language and am not interested in learning another
 - c. I don't know a foreign language and am interested in learning one
 - d. I don't know a foreign language and am not interested in learning one
6. Which of the following best describes your marital status?
 - a. Single, with no plans for marriage
 - b. Single, but planning to get married
 - c. Married less than 2 years
 - d. Married 2 to 10 years
 - e. Married more than 10 years
 - f. Separated
 - g. Divorced
 - h. Widowed
 - i. Remarried
7. Do you and your spouse enjoy camping?
 - a. I enjoy camping but my spouse does not
 - b. My spouse enjoys camping but I do not
 - c. Neither my spouse nor I enjoy camping
 - d. We have never camped
 - e. Both my spouse and I enjoy camping
 - f. Not married and enjoy camping
 - g. Not married and don't enjoy camping
8. How do you think your spouse would handle the money or manage the household during your absences?
 - a. Very well
 - b. Fairly well
 - c. With some difficulty
 - d. With great difficulty
 - e. Not at all
 - f. Not married
9. Which of the following best describes your marriage?
 - a. Seems to have many more bad days than good days
 - b. Seems to have some more bad days than good days
 - c. Seems to have about the same number of good days and bad days
 - d. Seems to have some more good days than bad days
 - e. Seems to have many more good days than bad days
 - f. Not married

There are 29 more questions for you to answer on the next page.
Please continue.

Please indicate the extent to which you agree or disagree with each statement by circling one and only one of the five choices:

SA= I strongly agree with the statement
A= I tend to agree with the statement
N= I have no opinion, am uncertain or indifferent
D= I tend to disagree with the statement
SD= I strongly disagree with the statement

10. SA A N D SD Wherever Americans are stationed/homeported, the local people should be able to speak English
11. SA A N D SD I like to learn things about people in other countries
12. SA A N D SD There are few real ties between American and foreign people
13. SA A N D SD It's not important to be polite to strangers
14. SA A N D SD I think I would have trouble living in most other countries besides the United States
15. SA A N D SD It's impossible to like some minority groups
16. SA A N D SD I would not tolerate cold and damp living quarters
17. SA A N D SD I usually find it hard to pay my debts
18. SA A N D SD It's best not to become too friendly with foreigners
19. SA A N D SD People in other countries should try doing things like the Americans
20. SA A N D SD I like talking with people
21. SA A N D SD I usually feel comfortable around new people and in new places
22. SA A N D SD If I were overseas, I'd refuse to live where there are no or very few other Americans
23. SA A N D SD Service people living in a foreign country should not be required to live by the rules and regulations of the foreign country
24. SA A N D SD I avoid starting conversations with strangers
25. SA A N D SD There are many things about other countries that I can never accept
26. SA A N D SD I'm always trying to win people over to my political beliefs
27. SA A N D SD I feel uncomfortable working with people of different races or nationalities
28. SA A N D SD Getting used to a new situation is usually easy for me
29. SA A N D SD There are few people I would care to have as friends
30. SA A N D SD People visiting in a foreign country should learn some of the language there
31. SA A N D SD I'm always trying to win people over to my religious beliefs
32. SA A N D SD I think movies about foreign countries are dull
33. SA A N D SD All people have to depend on others
34. SA A N D SD I don't like it when people try to tell me what to do
35. SA A N D SD Most people are basically honest
36. SA A N D SD I prefer American brand-named goods over foreign produced products
37. SA A N D SD While in a foreign country, I wouldn't mind going to a local doctor
38. SA A N D SD People are better off if they mix with others