Global Mindset Inventory (GMI): A Learning Outcome Assessment (LOA) Measure for Global Management Programs

The Global Mindset Inventory (GMI) is a scientific assessment tool developed by the Najafi Global Mindset Institute to help determine an individual’s ability to work effectively in global roles. It measures the cognitive, affective and behavioral profiles of the survey-taker, and shows his/her profile in terms of 3 capitals and 9 attributes, as shown below.

GMI as a Learning Outcome Assessment Measure
To meet the growing industry requirements for globally savvy professionals, business schools need to develop graduates who possess not only the skills to communicate and interact with multicultural audiences but also to understand the regulatory, cultural and business practices of different countries. Business graduates need global cognitive, affective and social skills to succeed in global roles. Several business schools have used the GMI as an assessment tool to measure, monitor and reflect on their global learning outcomes.

GMI can be used both as a direct and indirect measure of learning.

GMI as a Direct Measure of Learning
According to AACSB requirements, the direct approach to LOA requires assessment of the students’ demonstration of their skills and knowledge. There are two possible methodologies towards this goal, Course Embedded Assessments, and Value Added Assessments.

GMI as a Value Added assessment
Thunderbird School of Global Management uses the GMI as a value added assessment in its PRE-POST design to demonstrate students’ learning through their educational program. GMI pre-post assessments can be used both at the course level and program level. The following chart shows an example of assessment at the program level.
GMI as an Indirect Measure of Learning
Various business schools use the GMI at the time of graduation as an indirect learning outcome measure. The consolidated GMI scores help the school determine their students’ level of preparation to perform in global roles regardless of their functional specialty.

NGMI Supports Continuous Improvement in Student Learning
An important purpose of assessment is to help educators determine ways of further improving student learning. In addition to providing consolidated and benchmarking information, Najafi Global Mindset Institute (NGMI) provides additional resources to help business schools improve their learning processes. The following are examples of solutions we offer:

Developing your Global Mindset: The Handbook for Successful Leaders
This handbook is a compilation of practical and engaging recommendations on how to develop various elements of Global Mindset. It is a helpful resource for professors teaching global management courses and students aspiring to work in global roles. It was created in consultation with managers, executives, and experienced international executive coaches.

GMI Certification Programs
We offer several two-day certification programs every year for Professors and educational administrators.

GMI Faculty Development Workshops
We offer specially designed faculty development workshops to help educators and administrators better understand the concept of Global Mindset and its relevance to their courses and programs.

Contact Information:
To get more information on GMI assessments, products and services please visit our website – www.globalmindset.com or contact Arvind Deshmukh at arvind.deshmukh@thunderbird.asu.edu