

RESOLVE CONFLICT ACROSS CULTURES WITH THE ICS®

In partnership with Lead at Any Level®

About the ICS®

The Intercultural Conflict Style Inventory® (ICS®) is a research-based assessment that helps individuals and organizations understand how people approach conflict across cultural boundaries. Built on Dr. Mitchell Hammer's four-quadrant ICS model, the tool has been completed by over 100,000 individuals, administered by more than 2,500 educators and trainers, and applied in over 20 countries worldwide.

Why Choose the ICS®?

- ▶ **Grounded in cross-cultural research:** Eliminates cultural bias by including perspectives from both individualistic and collectivistic communities.
- ▶ **Practical and actionable:** Delivers personalized insights into conflict styles with clear guidelines for reducing misinterpretations and inaccurate judgments.
- ▶ **Promotes growth over resistance:** Encourages cooperative conversations that build understanding and trust.
- ▶ **Validated across cultures:** Psychometrically tested and cross-culturally validated for accuracy and reliability.
- ▶ **Widely applicable:** Trusted in education, corporations, nonprofits, government, military, law enforcement, faith-based organizations, and NGOs.
- ▶ **Available in multiple languages:** Back-translated for linguistic and conceptual equivalence worldwide.



AMY C. WANINGER



Lead at Any Level® + ICS®

As a qualified provider, Lead at Any Level® integrates the ICS into leadership development, coaching, and team workshops. We help clients:

- ▶ Understand personal and team conflict styles
- ▶ Develop strategies for navigating differences constructively
- ▶ Build stronger, more connected workplace cultures

Take the Next Step

Transform conflict into collaboration. Partner with Lead at Any Level® to implement the ICS® and foster healthier, more effective communication across your organization.