```
intelligence, i.e. the level of metacognitive cultural intelligence
                                                                                                                                                                                                                                                                                                       Openness to experience
                                                                                                                                                                                                                                                                                                                                     cultural intelligence, i.e. the level of motivational cultural intelligence
                                                                                                                                                                                                                                                                                      Moderators
                                                                                                                                                                                                                                                                                                                                                      the motivational and metacognitive dimension
                                                                                                                                                                                                                                                                                                        Multicultural or international experiences
                                       Ang et al. (2006)
                                                                                                                                                                                                                                                                                                                                                      competencies in respective branch with cross-cultural contact
                                                              Positive relationships to all four dimensions (overall construct)
                                   Oolders et al. (2008)
                                                                                                                                                                                                                                                                                                                            moderates the relationship between leader's cultural intelligence and leader's performance
                                                  Ang et al. (2006) Positive relationship to metacognitive cultural intelligence
                                                                                                                                      Conscientiousness
                                                                                                                                                                                                                                                                                                                           moderates the relationship between leaders cultural intelligence and leaders effectiveness in leading
                                                                                                                                                                                                                                                                                                                           cross-cultural teams
                                                     Ang et al. (2006) Negative relationship to behavioral cultural intelligence
                                                                                                                                        Emotional stability
                                                                                                                                                                Big Five personality traits
                                                                 Ang et al. (2006) Relationship to behavioral cultural intelligence
                                                                                                                                                                                                                                                                                                       Self-efficacy in goal selection
                                                                                                                                           Agreeableness
                                                                                                                                                                                               Personality traits
                                         Ang et al. (2006) Relationship to cognitive, behavioral and motivational cultural intelligence
                                                                                                                                                                                                                                                                                                                                   moderates the relationship between individual's cultural intelligence and cross-cultural adjustment
                                                                                                       Ward & Fischer (2008)
                                                                                                                                  Flexibility
                                                                                                                                                                                                                                                                                                                                                                                     Shaffer & Miller (2008)
                                                                                               Ward & Fischer (2008)
                                                                                                                          Cultural empathy
                                                                                                                                                  Multicultural Personality Questionnaire
                                                                                              Ward & Fischer (2008)
                                                                                                                          Openmindedness
                                                                                                                                                                                                                                                                                                                                                      Expatriates performance
                                                                                                                             Rockstuhl et al. (2011)
                                                                                                                                                         General mental ability
                                                                                  i.e. discriminant validity to Ravens Advanced Progressive Matrix
                                                                                                                                                                                                                                                                                                                                                                                    intelligence and expatriate's performance
                                                                                                                                                                                                                      Other correlates
                                                                                                                                                            Social intelligence
                                                                                                                                                                                                                                                                                                                                                                              Shaffer & Miller (2008)
                                                                                                                                                                                                                                                                                                                                                      Expatriate retention
                       Moon (2010) Positive relationship to metacognitive CQ
                                                                                        Self-awareness
                                                                                                                                                                                                                                                                                                                                                                             Ang et al. (2007)
                                                                                                                                                                                                                                                                                                                                                      Task performance
          Positive relationships to cognitive, metacognitive and behavioral CQ
                                                                                     Self-management
                                                                                                                                                                                                                                                                                                                                                                                    Raghuram (2006)
                                                                                                                                                                                                                                                                                                                                                      Employees effectiveness
                                                                                                             Differential dimensional relationships
      Moon (2010) Positive relationships to motivational and behavioral CQ
                                                                                                                                                                                                                                                                                                                                                      Employee performance
                                                                                                                                                                                                                                                                                                                                                                                  FakhrElDin (2011)
                                                                                                                                                                                     Other types of intelligence
                                                                                                                                                                                                                                                                                                                                                                                 Etebarian et al. (2011)
Positive relationships to metacognitive, motivational and behavioral CQ
                                                                                                                                                                                                                                                                                                                                                      Performance success
                                                                                                                                                         Emotional intelligence
                                                                                                                                                                                                                                                                                                                                                                            Amiri et al. (2010)
                                                         Groves & Feyerthem (2011)
                                                                                                                                                                                                                                                                                                                                                      Job performance
                                                                                          Incremental validity
                                                              Rockstuhl et al. (2011)
                                                                                                                                                                                                                                                                                                                                                                                 Groves & Feyerherm (2011)
                                                                                                                    Relationship to overall construct
                                                                                                                                                                                                                                                                                                                                  Performance
                                                                       Moon (2010)
                                                                                                                                                                                                                                                                                                                                                                                 Rockstuhl et al. (2011)
                                                                                                                                                                                                                                                                                                                                                      Leaders performance
                                                                   Kim et al. (2008)
                                                                                                                                                                                                                                                                                                                                                                                 intelligence
                                                                                                          Contribution of this dissertation, see chapter 3)
                                                                                                                                                               Other individual models of intercultural success
                                                                                                                                                                                                                                                                                                                                                                                  Naughton (2010)
                                                                                                                                                                                                                                                                                                                                                      Principals performance
                                                                                                                                                                                                                                                                                                                                                                                Oolders et al. (2008)
                                                                                                                                                                Self-enhancement
                                                                                                                                                                                       Self-concept
                                                                                                                                                                       Self-efficacy
                                                                                                                                                                 Self-consistency
                                                                                                                                                                                                                                                                                                                                                      Intercultural effectiveness
                                                                                                        Self-related monitoring
                                                                                                                                                                                                                                                                                                                                                                                     Cultural adaptation
                                                                                                      Other-related monitoring
                                                                                                                                                                                                                                                                                                                                                                                                             Hansen et al. (2011)
                                                                                                         Situational monitoring
                                                                                                                                                                                                                                                                                                                                                      Expatriate's engagement Kodwani, 2011
                                                                                                              Self-awareness
                                                                                                                                                                                                                                                                                                                                                                             Ward & Fischer (2008)
                                                                                                       Self-related awareness
                                                                                                                                                                                                                                                                                                                                                    General adjustment
                                                                                                                                    Awareness
                                                                                                     Other-related awareness
                                                                                                        Situational awareness
                                                                                                                                                                                                                                                                                                                                                                           Shaffer & Miller (2008)
                                                                                                          Self-related reflection
                                                                                                                                                                                                                                                                                                                                                                          i.e. motivational cultural intelligence Ramalu et al. (2010)
                                                                                                                                                      Metacognition (Contribution of this dissertation, see chapter 5)
                                                                                                        Other-related reflection
                                                                                                                                    Reflection
                                                                                                                                                                                                                                                                                                                                                    Work adjustment
                                                                                                           Situational reflection
                                                                                                                                                                                                                                                                                                                                                                           i.e. motivational cultural intelligence
                                                                                                                                                                                                                                                                                                                                                                                                                   Chen et al. (2010)
                                                                                                           Self-related planning
                                                                                                                                                                                                                                                                                                                                                                                                                    Wu & Ang (2011)
                                                                                                         Other-related planning
                                                                                                                                                                                                                                                                                                                                                                                  Shaffer & Miller (2008)
                                                                                                            Situational planning
                                                                                                                                                                                                                                                                                                                                                    Interactional adjustment
                                                                                                                                                                                                                                                                                      Individual and Interpersonal Outcomes
                                                                                                           Self-related checking
                                                                                                                                                                                                                                               Individual Cultural intelligence
                                                                                                         Other related checking
                                                                                                                                    Checking
                                                                                                                                                                                                                                                                                                                                                                                    Kim et al. (2008)
                                                                                                           Situational checking
                                                                                                                                                                 Declarative
                                                                                                                                                                 Procedural
                                                                                                                                                             Culture-general
                                                                                                                                                                                  Cultural knowledge
                                                                                                                                                                                                                                                                                                                                                    Cross-cultural adjustment
                                                                                                                                                             Culture-specific
                                                                                                                                                           Cognitive flexibility
                                                                                                                                                  Wide verbal and nonverbal communicative repertoire
                                                                                                                                                                                                                                                                                                                                                                               Osland & Osland (2005/06)
                                                                                                                       Control of one's emotions and nonverbal expressions
                                                                                                                                                                                   Behavioral flexibility
                                                                                                                                                                                                                                                                                                                                                    Cultural involvement
                                                                                                                                          Individual's ability of social learning
                                                                                                                                                               Shaffer & Miller (2008)
                                                                                                                                                                                                                                                                                                                                                        Cross-cultural sales
                                                                       i.e. significant positive relationships to the number of countries lived in, length of time abroad and previous
                                       Osland & Osland (2005/06)
                                                                                                                                                                                                                                                                                                                                                         Individual knowledge sharing intentions
                                                                                                            ie. multicultural experiences in relation to the metacognitive dimension
                                                                                                                                                                                                                                                                                                                                                                                                  De la Garza Carranza & Egri (2010)
                                                                                                                                                                                                                                                                                                                                                         Employee's organizational commitment
                                                                                                           i.e. international work experience in relation to the motivational dimension
                                                                                              Tay et al. (2008) i.e. multicultural experiences in relation to the cognitive dimension
                                                                                                                                                                                                                                                                                                                                                         Organizational outcomes
                                                                                        De La Garza Carranza & Egri (2010) i.e. international experience in conducting business
                                                                                                                       Ramalu et al. (2010) i.e. length of international experience
                                                                       i.e. employement abroad and education abroad in relation to metacognitive cultural intelligence; education
                                                                       abroad in relation to all four dimensions of cultural intelligence
                                                                                                                                                                                                                                                                                                                                  Other outcomes
                                                                       i.e. number of countries for employment in relation to metacognitive cultural intelligence; number of countries
                                                                       for employment and education in relation to cognitive and behavioral cultural intelligence
                                                                       i.e. through experiental education process with focus on new cultural experiences in relation to metacognitive,
                                                                       motivational and behavioral cultural intelligence
                                                                                                                                                                                                                                                                                                                                                         Individual's engagement in cross-cultural creative collaboration
                                                                                                                                                                                                                          Antecedents
                                                                   Kim & Van Dyne (2012) i.e. number of countries lived in during last 6 months in relation to cultural intelligence
                                                                 Tay et al. (2008) i.e. relationships to cognitive, metacognitive, motivational and behavioral cultural intelligence
                                                                                                                                                                                                                                                                                                                                                                               Individual's affect-based trust in cross-cultural collaboration
                                                                             i.e. relationship to the metacognitive cultural intelligence through cultural frame switching and generation of
                                                    Klafehn et al. (2008)
                                                                                                                                                                                                                                                                                                                                                         Individual's trust
                                                                              culturally integrative ideas
                                                                                                                                                                                                 Cognitive flexibility
                                                                                                                                                                     Ward & Fischer (2008)
                                                                                                                                                                                                                                                                                                           Within the relationship of job factors (role clarity, role novelty, role discretion, role conflict) and expatriate
                                                                                                                                           Shaffer & Miller (2008) i.e. language fluency
                                                                                                                                                                                                                                                                                                           effectiveness criteria (work-related, task-related and contexual performance)
                                                                                                                                                                                                                                                                                                           Within the relationship of a) cultural novelty and b) three-dimensional adjustment, task and contextual
                                                                                                                                  i.e. language acquisition in relation to cognitive dimension
                                                                                                                                                                                                                                                                                                           performance and expatriate's retention.
                                                                                                      Shaffer & Miller (2008)
                                                                                                                                                                                                                                                                                                           Within the relationship of a) strain caused by job and travel and b) institutional distance (negative moderating
                                                                                                                                          Ramalu et al. (2010) Proficiency in language
                                                                                                                                                      Kim et al. (2008)
                                                                                                                                                                                                                                                                                                           Within the relationship of organizational supporting practices and the expatriates work adjustment (i.e.
                                                                                                                                                                                                                                                                                                           motivational cultural intelligence)
                                                                                                                                                         Kim et al. (2008)
                                                                                                                                                                                                                                                                                                           Within the relationships between the Big Five personality traits and the expatriates effectiveness criteria (i.e.
                                                          Shaffer & Miller (2008) i.e. moderates the relationship between language fluency and indvidual's adjustment
                                                                                                                                                                                                                                                                                                           expatriate retention, individual adjustment, performance, and career success)
                                                                                                          Shaffer & Miller (2008) i.e. reverse relationship to individual's cultural intelligence
                                                                                                                                                                                                                                                                                                           Within the relationship of the cultural-cognitive dimension of institutional distance and individual' strain
                                                                                                                                                                                                                                                                                     As a moderator
                                                                                                                                                                        Shaffer & Miller (2008) Cultural novelty
                                                                                                                                                                                                                                                                                                            (positive relationship)
                                                                                                                                                                                                                        Distal factors
                                                                                                                                                            Hansen et al. (2011) Organizational ethnocentrism
                                                                                                                                                                                                                                                                                                           Within the relationship between expatriate supporting practices and general/ work adjustment (i.e. the
                                                                                                                                                                                                                                                                                                           metacognitive dimension; negative moderating role)
                                                                                                                                                                                                                                                                                                           Within the relationship between expatriate supporting practices and interaction adjustment (i.e. the cognitive
                                                                                                                                                                                                                                                                                                           dimension; negative moderating role)
                                                                                                                                                                                                                                                                                                           Within the relationship between individual's international experience and the individuals global mindset (i.e.
                                                                                                                                                                                                                                                                                                           positive moderating role)
                                                                                                                                                                                                                                                                                                           Within the relationship between cultural diversity and interpersonal trust in a dyadic relationship (i.e. positve
                                                                                                                                                                                                                                                                                                           moderating role, cognitive, metacognitive and behavioral cultural intelligence)
```

```
Hansen et al. (2011)
                                        i.e. with regard to the motivational cultural intelligence
                                        Ward et al. (2011)
                                                                                      Chen et al. (2010)
                                        i.e. with regard to motivational dimension
                 Cultural distance
                                                                                    Shaffer & Miller, 2008
                                        i.e. perceived cultural distance
                                                                                    Ang & Van Dyne (2008)
                                                                                    Klafehn et al. (2008)
                                                moderates the relationship between multicultural experiences and the individual's level of cultural
                                                                                                                                                                  Klafehn et al. (2008)
                                                moderates the relation between effectiveness of intercultural training intervention and the individual's level of
                                                                                                                                                                  Fischer (2011)
                                                                Length of international nonwork experiences; i.e. number of multicultural nonwork experiences in relation to
                                                                                                                                                                                   Tarique & Takeuchi (2008)
                                                                Extensiveness of multicultural experiences, i.e. in relation to the metacognitive dimension
                                                                Previous international experiences; i.e. moderates the relationship between a) individual's cultural
                                                                                                                                                                                   Lee & Sukoco (2010)
                                                                 intelligence and b) cultural adjustment as well as cultural effectiveness in case of high individual cultural
                                                                Number of years experience; moderates the relation between individual's cultural intelligence and leadership
                                                                                                                                                                                   FakhrEIDin (2011)
                                                                                                                                     Groves & Feyertherm (2011)
                                                                                                                                                        Rockstuhl et al., 2011
                                                    moderates the relationship between individual's level of cognitive cultural intelligence and the individual's
                                                                                                                                                                       Jiang & Park (2012)
                                                                                              i.e. contextual performance in relation to metacognitive and behavioral cultural intelligence,
                                                                                                                                                                                                                 Rose et al. (2010)
                                                                                               assignment-specific performance in relation to behavioral cultural intelligence
                                                                                              i.e. motivational cultural intelligence as predictive variable, mediated by the individuals level of adjustment
                                                                                                                                                                                                            Chen et al. (2010)
                                                                                              i.e. cultural adjustment and cultural effectiveness mediate the relationship between individual's cultural
                                                                                                                                                                                                                 Lee &Sukoco (2010)
                                                                                            i.e. leadership competencies in positive relation to metacognitive, motivational and behavioral cultural
                                                                                                                                                                                                              FakhrElDin (2011)
                                                                                               Cultural judgment and decision making

Ang et al. (2007)
                                                                                                                        Cultural adjustment Ang et al. (2007)
                                                                                                                        Cultural wellbeing Ang et al. (2007)
                                                                                       i.e. metacognitive and motivational cultural intelligence Ramalu et al. (2010)
                                                                                        i.e. motivational cultural intelligence Templer et al. (2006)
                                                                                            i.e. motivational, cognitive and metacognitive cultural intelligence
                                                                                            i.e. motivational cultural intelligence Templer et al. (2006)
                                                                                              i.e. motivational, cognitive and metacognitive cultural inteligence Ramalu et al. (2010)
                                                                                                                                                                                                Ward et al. (2011)
                                                                                              i.e. motivational cultural intelligence predicts fewer psychological and sociocultural problems
                                                                                              i.e. metacognitive cultural intelligence predicts fewer sociocultural problems
                                                                                                                                                                                                              Lee & Sukoco (2010)
                                                                                              i.e. cultural adjustment mediates the relationship between cultural intelligence and expatriate's performance
                                                                                        i.e. individual's intention to remain in a multicultural team Naeji & Abbasalizadeh (2011)
                                                                                                               i.e. metacognitive, motivational and behavioral cultural intelligence

Messarra et al. (2008)
                                                                                                   Corporate reputation De la Garza Carranza & Egri (2010)
                                                                                                  Organizational ethnocentrism i.e. negative relationship to motivational cultural intelligence Hansen et al. (2011)
                                                                                                  Organizational effectiveness i.e. positive relation to motivational and cognitive cultural intelligence Sadeghian (2011)
                                                                              i.e. negative relationship to metacognitive, motivational and behavioral cultural intelligence Tay et al. (2008)
                                                                   Entrepreneurial career intentions i.e. cognitive and metacognitive cultural intelligence Jiang & Park (2012)
                                                                                                                                       i.e. metacognitive cultural intelligence; after controlling for prior multicultural experiences and foreign
                                                                                                                                                                                                                                                          Chua et al. (2011)
                                                                                                                                       language ability
                                                                                                                                        i.e. motivational cultural intelligence Kodwani (2012)
                                                                                                                                                                                                                   i.e. metacognitive cultural intelligence Chua et al., 2011
                                                                                                                                       i.e. individual's sharing of ideas with culturally different interaction partners
                                                                                                                                       i.e. employee's engagement is influenced by the supervisor's cultural intelligence
                                                                                                                                                                                                                             Schalk & Van der Linden (2012)
                                                                                                                                                      i.e. metacognitive cultural intelligence Chua et al., 2011
                                                                                         Interpersonal trust in dyadic relationship with cultural diversity i.e. metacognitive cultural intelligence of the individual Rockstuhl & Ng, 2008
                                                                                                                                         Shaffer & Miller 2008)
                                                                                                                                         Shaffer & Miller (2008)
                                                                                                                                         Ramsey et al. (2011)
                                                                                                                                         Wu & Ang (2011)
                                                                                                                                         Shaffer & Miller (2008)
                                                                                                                                         Ramsey et al. (2011)
                                                                                                                                         Wu & Ang (2011)
                                                                                                                                         Wu & Ang (2011)
                                                                                                                                         Lovvorn & Chen (2011)
                                                                                                                                         Rockstuhl & Ng (2008)
                      Within the relationship of culturally diverse leadership tasks and leadership effectiveness
                             (a) language fluency and (b) previous international experience and (c) expatriate's success in terms of
                                                                                                                                                Shaffer & Miller (2008)
                             adjustment, performance, retention and career success
                             Flexibility as one personality trait (MPQ) and individual general adjustment. Ward & Fischer (2008)
As a mediator between
                             Individual's openness to experience and adaptive performance Oolders et al. (2008)
                             Personality characteristics and general individual adjustment, i.e.motivational cultural intelligence

Ward & Fischer (2008)
                             Prior intercultural contact and individual's international leadership potential Kim & Van Dyne (2012)
```

Kim et al. (2008)