

	PH	TS	OS	DM	WL	HA	SC	CS	RE	SM	SL	OR	CO	CR	FA	EF	OP	TR	RS	ER	
<b>Organizational Domain</b>																					
OR	.48	.66	.91	.54	.49	.42	.24	.50	.54	.74	.50	1.0	.50	.69	.17	.29	.65	.35	.68	.67	
OS	.50	.68	1.0	.56	.50	.47	.26	.55	.57	.76	.60	.91	.64	.72	.20	.33	.69	.36	.69	.66	
WL	.61	.67	.50	.58	1.0	.48	.35	.51	.59	.66	.49	.49	.49	.65	.28	.41	.66	.37	.61	.54	
<b>Cultural Domain</b>																					
CO	.60	.79	.64	.58	.49	.51	.30	.75	.69	.78	.73	.50	1.0	.79	.17	.47	.79	.41	.78	.67	
CS	.59	.81	.55	.58	.51	.50	.33	1.0	.65	.74	.62	.50	.75	.79	.22	.48	.75	.36	.74	.61	
TS	.77	1.0	.68	.82	.67	.69	.40	.81	.88	.94	.72	.66	.79	.96	.31	.49	.95	.54	.89	.84	
CR	.73	.96	.72	.81	.65	.73	.38	.79	.88	.96	.76	.69	.79	1.0	.30	.44	.96	.58	.90	.87	
SC	.41	.40	.26	.27	.35	.28	1.0	.33	.40	.36	.22	.24	.30	.38	.26	.39	.36	.30	.30	.30	
<b>Relational Domain</b>																					
RS	.72	.89	.69	.76	.61	.63	.30	.74	.81	.91	.74	.68	.78	.90	.26	.43	.90	.51	1.0	.88	
ER	.64	.84	.66	.72	.54	.65	.30	.61	.81	.87	.68	.67	.67	.87	.31	.35	.86	.51	.88	1.0	
FA	.29	.31	.20	.29	.28	.27	.26	.22	.27	.30	.22	.17	.17	.30	1.0	.29	.29	.17	.26	.31	
EF	.58	.49	.33	.35	.41	.33	.39	.48	.42	.44	.31	.29	.47	.44	.29	1.0	.43	.29	.43	.35	
<b>Behavioral Domain</b>																					
RE	.75	.88	.57	.76	.59	.74	.40	.65	1.0	.85	.66	.54	.69	.88	.27	.42	.91	.62	.81	.81	
DM	.71	.82	.56	1.0	.58	.75	.27	.58	.76	.83	.70	.54	.58	.81	.29	.35	.87	.49	.76	.72	
OP	.77	.95	.69	.87	.66	.77	.36	.75	.91	.96	.83	.65	.79	.96	.29	.43	1.0	.58	.90	.86	
SM	.73	.94	.76	.83	.66	.72	.36	.74	.85	1.0	.81	.74	.78	.96	.30	.44	.96	.61	.91	.87	
<b>Personal Domain</b>																					
SL	.55	.72	.60	.70	.49	.66	.22	.62	.66	.81	1.0	.50	.73	.76	.22	.31	.83	.41	.74	.68	
HA	.63	.69	.47	.75	.48	1.0	.28	.50	.74	.72	.66	.42	.51	.73	.27	.33	.77	.49	.63	.65	
PH	1.0	.77	.50	.71	.61	.63	.41	.59	.75	.73	.55	.48	.60	.73	.29	.58	.77	.44	.72	.64	
TR	.44	.54	.36	.49	.37	.49	.30	.36	.62	.61	.41	.35	.41	.58	.17	.29	.58	1.0	.51	.51	
	PH	TS	OS	DM	WL	HA	SC	CS	RE	SM	SL	OR	CO	CR	FA	EF	OP	TR	RS	ER	

CernySmith Assessment  
Factor Inter-Correlations Table  
www.cernysmith.com

# CSA Domains and Scales

## **Personal Domain**

Foundational Issues

### **Spiritual Life (SL)**

The Spiritual Life Scale focuses on the vitality of spiritual resourcefulness, behaviors, and relationships. What contribution do personal beliefs make to one's cultural, social, and work/study effectiveness?

### **Habits (HA)**

The Habits Scale indicates one's perception of a positive habit pattern with a freedom from unwanted desires and habits that can interfere with well-being.

### **Health (PH)**

The Physical Health Scale indicates reporting of positive physical health and the presence of adequate medical resources.

### **Trauma Resolution (TR)**

The Trauma Resolution Scale evaluates one's personal recovery from past injuries and/or freedom from the effects of past stresses.

## **Behavioral Domain**

### Cognitive and Emotional Self Management Resources

#### **Resiliency (RE)**

The Resiliency Scale indicates the level of one's overall psychological functioning, resourcefulness, recovery, and coping skills.

#### **Decision Making (DM)**

The Decision Making Scale indicates clarity and effectiveness of thinking and decision making. It considers perceptual and cognitive tasks such as concentration, focus, and memory.

#### **Optimism (OP)**

The Optimism Scale is a highly reliable scale that reflects skills for feeling management and how positively or negatively one is feeling.

#### **Stress Management (SM)**

The Stress Management Scale is a general resource and stressor management scale.

## **Relational Domain**

Social management and resources

### **Relational Support (RS)**

The Relational Support Scale expresses the degree to which one nurtures important relationships, has realistic expectations that overcome obstacles, and is feeling supported by family, friends, and colleagues.

### **Effective Relationships (ER)**

This scale focuses on the capacity to manage one's feelings, express empathy and acceptance to others, and resolve relationship problems constructively.

### **Family Adjustment (FA)**

The Family Adjustment Scale focuses on positive adjustment of family members and cooperation in parenting issues.

### **Extended Family/Friends (EF)**

The Extended Family/Friends Scale assesses concerns about and the quality of relationships with family and friends at a distance, possibly back home.

## **Cultural Domain**

Intercultural adaptability and adjustment

### **Companionship (CO)**

The Companionship Scale indicates the degree to which one is developing and experiencing meaningful emotional connections rather than loneliness.

### **Cross-Cultural Skills (CS)**

The Cross-Cultural Skills Scale measures personal and social adaptation to one's host culture in practical areas of cultural orientation, language development and enjoyment in developing cultural competencies.

### **Transitions (TS)**

The Transitions Scale screens adjustment to current living conditions and the ability to adapt to the numerous transitions, which are often a consistent feature of intercultural living.

### **Cross-Cultural Relationships (CR)**

The Cross-Cultural Relationships Scale assesses the degree to which one has been able to develop a positive relationship network within his/her host culture.

### **Situational Crisis Scale (SC)**

The Situational Crisis Scale focuses on the presence of current trauma or a potentially dangerous experience. This scale evaluates one's perception of his/her situation or environment, not how well one is coping within the experience.

## **Organizational (School) Domain**

### Work or Study Relationships and Management

#### **Organizational (School) Relationship (OR)**

The Organizational Relationship Scale reflects one's adjustment within the environment of his/her organization, whether it is a business, corporation, agency, department, school or other organizational unit. Three important organizational relationship factors are organizational leadership, organizational culture, and work/study team relationships.

#### **Organizational (School) Support (OS)**

The Organizational Support Scale measures one's adaptation to and interaction with the quality of support being provided by his/her organization. Important factors are organizational direction, expectations, and policies.

#### **Workload (WL)**

The Workload Scale addresses both personal and social competencies as it screens the demands in time and intensity one is feeling from work or study load.

**TABLE 2**

**PARTIAL LIST OF 93 CONTENT SCALE ITEMS (CORRELATIONS >.50)**

<b>PERSONAL DOMAIN</b>			
<p><b>Spiritual Life</b> discouragement about your spiritual life feeling spiritually empty lacking spiritual help and direction a lack of vital spiritual relationships being effective spiritually not practicing religious disciplines Spiritual stress (type in) not enough emotional support</p>	<p><b>Habits</b> feeling guilty about unwanted habit unwanted desires or personal habit feeling guilty</p>	<p><b>Physical Health</b> Physical Stress (type in) health concerns about self or family low energy lack of needed medical resources</p>	<p><b>Trauma Resolution</b> early childhood trauma painful memories Historical Stress (Type In)</p>
<b>BEHAVIORAL DOMAIN</b>			
<p><b>Resiliency</b> having the same thought over and over experiencing strange thoughts troubling dreams things feeling unreal unrealistic fears getting too emotional</p>	<p><b>Decision Making</b> trouble concentrating difficulty focusing on tasks difficulty remembering things making decisions</p>	<p><b>Optimism</b> feeling sad not enough emotional support finding it hard to relax loneliness feeling guilty low energy not fitting in or feeling uncomfortable</p>	<p><b>Stress Management</b> Relational Stress (type in) Psychological Stress (type in) Occupational Stress (type in) relationship problems Support Stress (Type In) Historical Stress (Type In) Organizational Stress (Type In) Spiritual stress (Type In) Crisis Stress (Type In) not enough emotional support Cultural Stress (Type In) feeling sad not feeling understood feeling guilty making decisions fear of failure</p>
<b>RELATIONAL DOMAIN</b>			
<p><b>Relational Support</b> being disappointed by friends or family friends not honoring commitments relationship problems not enough emotional support not feeling understood loneliness feeling sad</p>	<p><b>Effective Relationships</b> arguments with a significant other relationship problems not enough emotional support</p>	<p><b>Family Adjustment</b> concerns for children poor adjustment by a family member disagreements about child rearing</p>	<p><b>Extended Family/ Friends</b> a friend or family member being ill concerns about parents a friend or family member dying</p>

**TABLE 2**

**PARTIAL LIST OF 93 CONTENT SCALE ITEMS (CORRELATIONS >.50)**

CULTURAL DOMAIN			
<p><b>Companionship</b> Loneliness</p> <p><b>Cross-Cultural Skills</b> lack of familiar foods unfamiliar surroundings and customs language learning struggles not filling in or feeling uncomfortable the inability to fulfill your needs</p>	<p><b>Transitions</b> not enough privacy stressful transitions making decisions severe disruption of living conditions finding it hard to relax the inability to fulfill your needs not enough emotional support feeling sad feeling guilty inadequate housing fear of failure</p>	<p><b>Cross-Cultural Relationships</b> male/female role expectations fear of failure social opposition from nationals not fitting in or feeling uncomfortable unrealistic fears being suspicious of others tensions related to belief system loneliness getting too emotional</p>	<p><b>Situational Crisis</b> danger to yourself or family a potentially traumatic event a violent experience</p>
ORGANIZATIONAL DOMAIN			
<p><b>Organizational Relationship</b> disagreeing with your leader's decisions insensitivity of leaders leadership concerns supervisor micromanagement conflicts on work team difficulty fitting the organization unhelpful agency policies Organizational Stress (Type In) not feeling understood</p>	<p><b>Organizational Support</b> lack of agency support too little agency direction agency expectations unhelpful agency policies difficulty fitting the organization</p>	<p><b>Work Load</b> work interfering with your spiritual life email traffic load working too many hours pressure to keep in touch with others</p>	

\*Note: (type in) designates opportunity for client to type in subjective response related to described stressor area.