

Diagnosing Your Cultural Intelligence

These statements reflect different facets of cultural intelligence. For each set, add up your scores and divide by four to produce an average. Our work with large groups of managers shows that for purposes of your own development, it is most useful to think about your three scores in comparison to one another. Generally, an average of less than 3 would indicate an area calling for improvement, while an average of greater than 4.5 reflects a true CQ strength.

Rate the extent to which you agree with each statement, using the scale:
1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, 5 = strongly agree.

_____	Before I interact with people from a new culture, I ask myself what I hope to achieve.
_____	If I encounter something unexpected while working in a new culture, I use this experience to figure out new ways to approach <i>other</i> cultures in the future.
_____	I plan how I'm going to relate to people from a different culture before I meet them.
+ _____	When I come into a new cultural situation, I can immediately sense whether something is going well or something is wrong.
Total _____ ÷ 4 =	Cognitive CQ

_____	It's easy for me to change my body language (for example, eye contact or posture) to suit people from a different culture.
_____	I can alter my expression when a cultural encounter requires it.
_____	I modify my speech style (for example, accent or tone) to suit people from a different culture.
+ _____	I easily change the way I act when a cross-cultural encounter seems to require it.
Total _____ ÷ 4 =	Physical CQ

_____	I have confidence that I can deal well with people from a different culture.
_____	I am certain that I can befriend people whose cultural backgrounds are different from mine.
_____	I can adapt to the lifestyle of a different culture with relative ease.
+ _____	I am confident that I can deal with a cultural situation that's unfamiliar.
Total _____ ÷ 4 =	Emotional/ motivational CQ