

CQ TEST

Rate the extent to which you agree with each of the following statements
1=strongly disagree 2=disagree 3=neutral 4=agree 5=strongly agree

Cognitive CQ

- Before I interact with people from a new culture, I ask myself what I hope to achieve 1 2 3 4 5
- If I encounter something unexpected while working in a new culture, I use this experience to figure out new ways to approach other cultures in the future 1 2 3 4 5
- I plan how I'm going to relate to people from a different culture before I meet them. 1 2 3 4 5
- When I come into a new cultural situation, I can immediately sense whether something is going well or something is wrong. 1 2 3 4 5

Behavioural CQ

- It's easy to change my body language (for example, eye contact or posture) to suit people from a different culture 1 2 3 4 5
- I can alter my expression when a cultural encounter requires it 1 2 3 4 5
- I modify my speech style (for example, accent or tone) to suit people from a different culture 1 2 3 4 5
- I easily change the way I act when a cross cultural encounter seems to require it 1 2 3 4 5

Motivational CQ

- I have confidence that I can deal well with people from a different culture 1 2 3 4 5
- I am certain that I can befriend people whose cultural backgrounds are different from mine 1 2 3 4 5
- I can adapt to the lifestyle of a different culture with the relative ease 1 2 3 4 5
- I am confident that I can deal with a cultural situation that's unfamiliar 1 2 3 4 5

What's your score?

For each category add the numbers together that you scored for each statement.

Take that number from each category and divide that number by 4.

The number you get is the final score for that category.

So what does your score mean...

Generally, an average of less than 3 would indicate an area calling for improvement in that category, while an average of greater than 4.5 reflects true **CQ** strength!

Cultural Intelligence Profile

The Provincial

Effective when working with people of similar background but run into trouble when venturing farther afield.

The Analyst

Methodically deciphers a foreign culture's rules and expectations by resorting to a variety of elaborate learning strategies.

The Natural

Relies entirely on his intuition rather than on systemic learning style. Rarely steered wrong by first impressions

The Ambassador

May not know much about the culture but convincingly communicates that you belong there.

The Mimic

Has a high degree of control over your actions and behaviour, if not a great deal of insight into the significance of the cultural cues you pick up

The Chameleon

Posses a high level of all three CQ components. May be mistaken for a native of the country