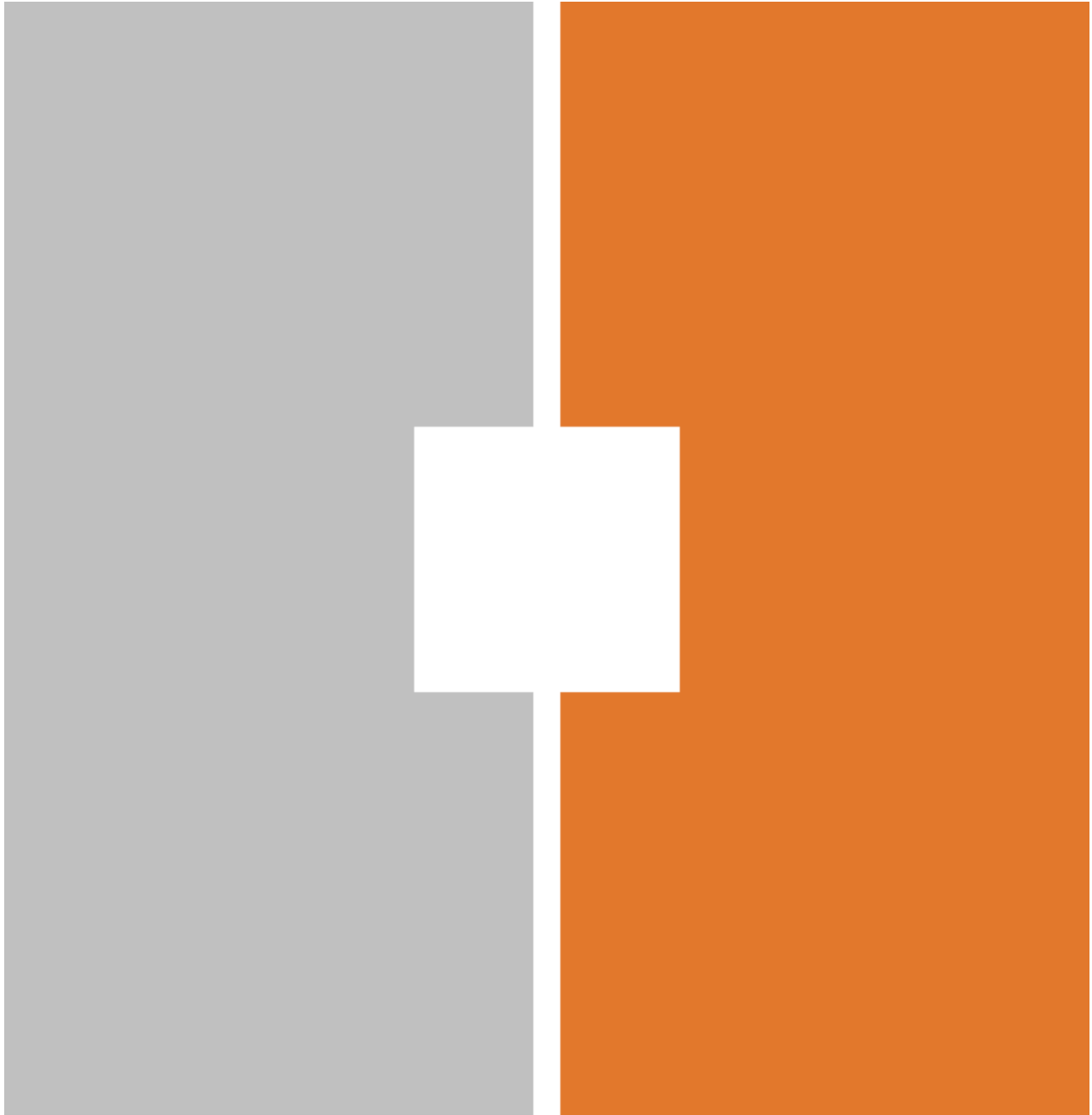


CQ Report

CQ BASIC T2 FEEDBACK REPORT

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Contents

This CQ Feedback Report identifies your strengths and developmental opportunities for functioning effectively in multicultural settings. Most people find it beneficial to read the feedback report now and then re-read it in a few days. This will allow you to think deeply about the feedback and how you can use this information.

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What is CQ?

Cultural Intelligence (CQ) is a person's capability to function effectively in a variety of cultural contexts - both internationally and domestically.

In our own cultures, we usually have an idea of what's going on around us because we have a wealth of information, most of which is subconscious, that helps us make sense of what we experience and observe. When we interact with individuals who have a different cultural background, the same cues may mean something entirely different.

CQ CAPABILITIES

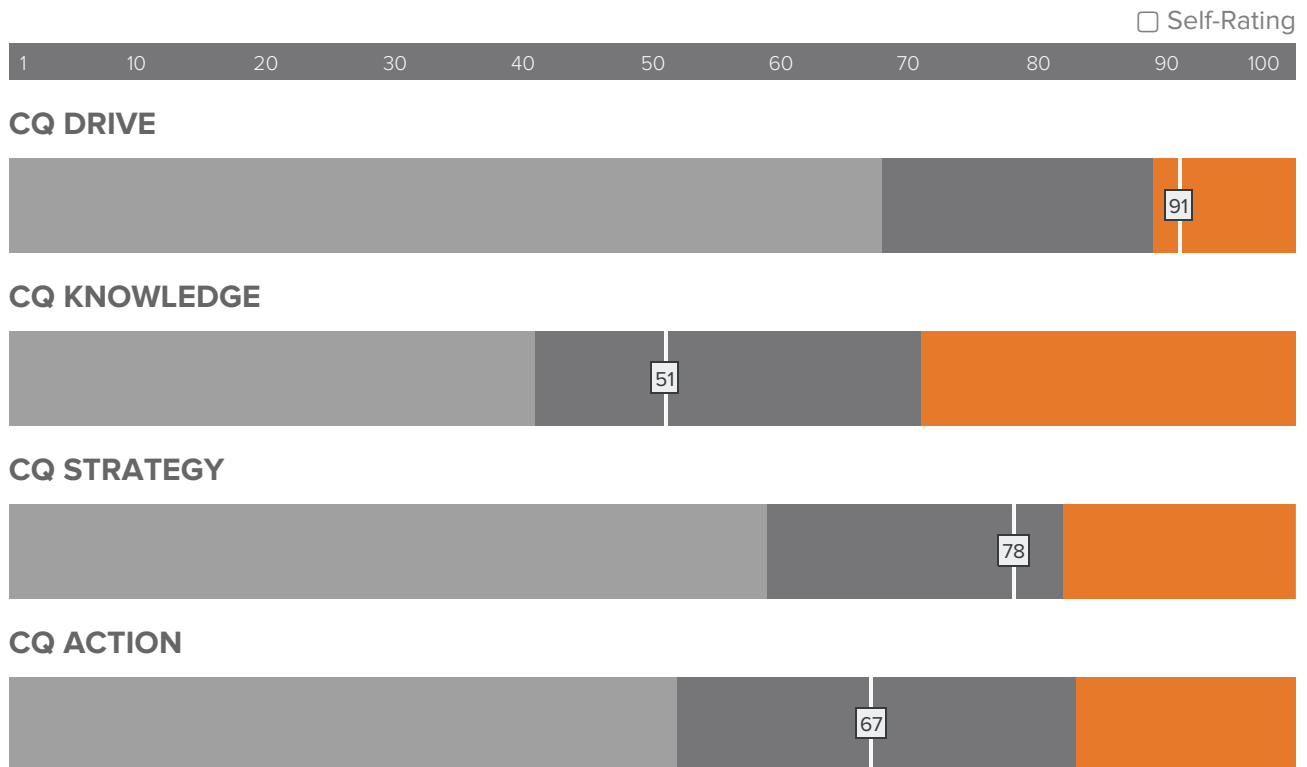
There are four primary CQ capabilities.



T2 CQ Profile

This page summarizes your T2 scores for the four primary CQ capabilities. The graphs indicate the worldwide norms and show typical differences in the scores across the four capabilities. Note your self-ratings (in the squares).

<p>LOW</p> <p>Scores in this range are in the bottom 25% of worldwide norms.</p>	<p>MODERATE</p> <p>Scores in this range are in the middle 50% of worldwide norms.</p>	<p>HIGH</p> <p>Scores in this range are in the top 25% of worldwide norms.</p>
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T2 CQ Drive

CQ Drive is the extent to which you are energized and persistent in your approach to multicultural situations. It includes your self-confidence in your abilities as well as your sense of the benefits you will gain from intercultural interactions.



Self-Rating

CQ DRIVE SUB-DIMENSIONS

- **Intrinsic Interest:** Deriving enjoyment from culturally diverse experiences.
- **Extrinsic Interest:** Gaining benefits from culturally diverse experiences.
- **Self-Efficacy:** Having the confidence to be effective in culturally diverse situations.

WHAT DOES HIGH CQ DRIVE LOOK LIKE?

Individuals with high CQ Drive are motivated to learn and adapt to new and diverse cultural settings. Their confidence in their adaptive abilities influences the way they perform in multicultural situations.



T2 OVERALL



T2 INTRINSIC INTEREST



T2 EXTRINSIC INTEREST



T2 SELF-EFFICACY



T2 CQ Knowledge

CQ Knowledge is the degree to which you understand how culture influences how people think and behave and your level of familiarity with how cultures are similar and different.



Self-Rating

CQ KNOWLEDGE SUB-DIMENSIONS

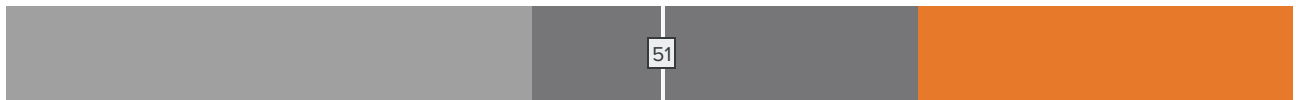
- **Business:** Knowledge about economic and legal systems.
- **Values & Norms:** Knowledge about values, social interaction norms, and religious beliefs.
- **Socio-Linguistic:** Knowledge about language and communication norms.
- **Leadership:** Knowledge about managing people and relationships across cultures. (Context Specific)

WHAT DOES HIGH CQ KNOWLEDGE LOOK LIKE?

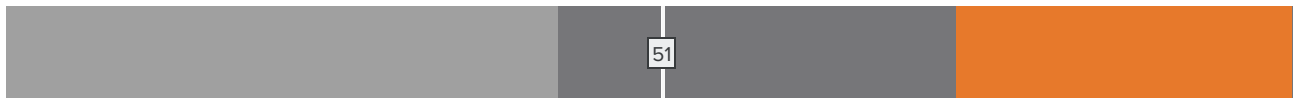
Individuals with high CQ Knowledge have a rich, well-organized understanding of culture and how it affects the way people think and behave. They possess a repertoire of knowledge of how cultures are similar and how they are different. They understand how culture shapes behavior.



T2 OVERALL



T2 BUSINESS



T2 VALUES & NORMS



T2 SOCIO-LINGUISTIC



T2 LEADERSHIP



T2 CQ Strategy

CQ Strategy is the extent to which you are aware of what's going on in multicultural situations and the extent to which you check and plan accordingly.



CQ STRATEGY SUB-DIMENSIONS

Self-Rating

- **Planning:** Strategizing before a culturally diverse encounter.
- **Awareness:** Sensing the perspectives of self and others during interactions.
- **Checking:** Checking assumptions and adjusting mental maps when experiences differ from expectations.

WHAT DOES HIGH CQ STRATEGY LOOK LIKE?

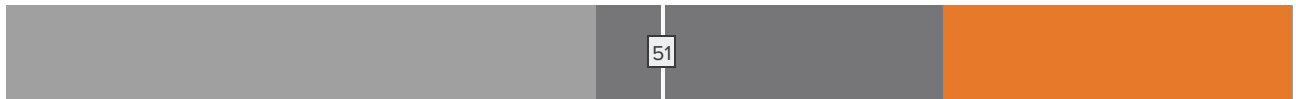
Individuals with high CQ Strategy think about multicultural interactions before and after they occur. They plan ahead, check their assumptions and expectations during interactions, and reflect on experiences later. This refines their mental maps and enhances strategies for effective interactions.



T2 OVERALL



T2 PLANNING



T2 AWARENESS



T2 CHECKING



T2 CQ Action

CQ Action is the extent to which you act appropriately in multicultural situations. It includes your flexibility in verbal and nonverbal behaviors and your ability to adapt to different cultural norms.



Self-Rating

CQ ACTION SUB-DIMENSIONS

- **Speech Acts:** Modifying the manner and content of communications (e.g., direct, indirect).
- **Verbal:** Modifying verbal behaviors (e.g., accent, tone).
- **Nonverbal:** Modifying nonverbal behaviors (e.g., gestures, facial expressions).

WHAT DOES HIGH CQ ACTION LOOK LIKE?

Individuals with high CQ Action translate their CQ Drive, CQ Knowledge, and CQ Strategy capabilities into action. They possess a broad repertoire of verbal behaviors, nonverbal behaviors, and speech acts, which they apply to fit a specific context. They know when to adapt and when not to adapt.



T2 OVERALL



T2 SPEECH ACTS



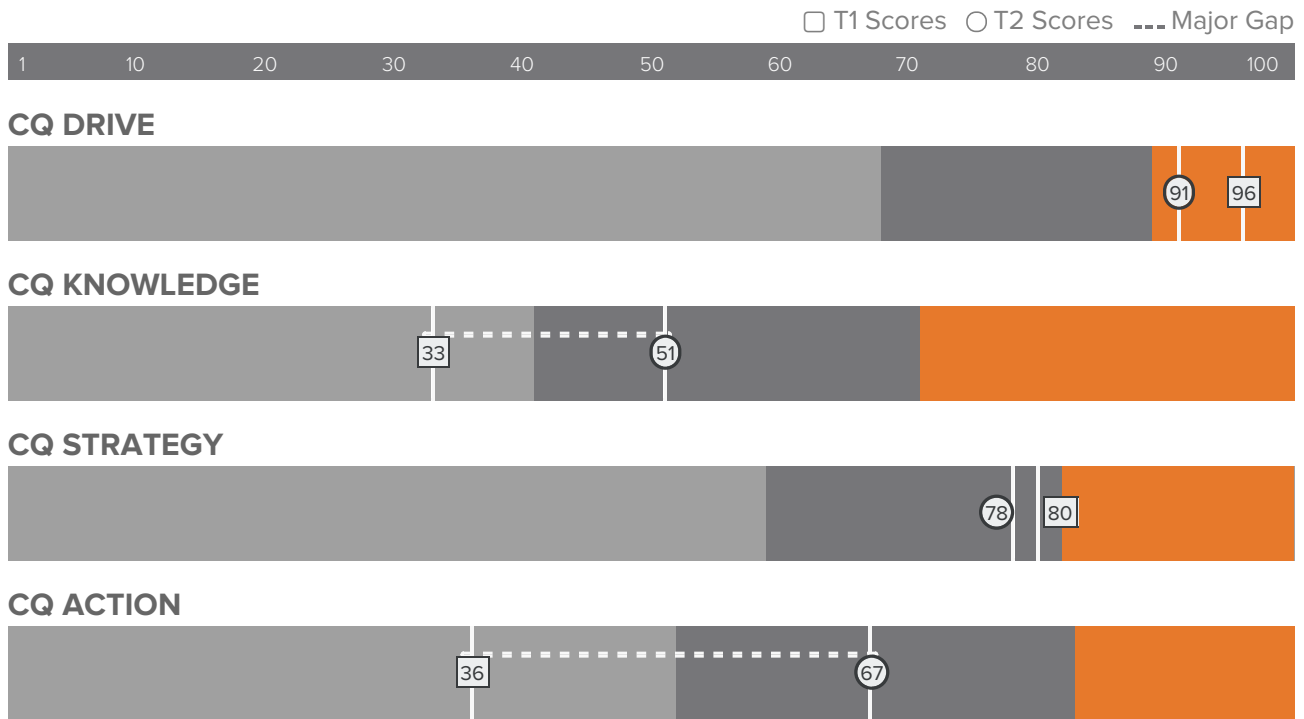
T2 VERBAL



T2 NONVERBAL



T1/T2 Comparison Graph



The chart above shows your CQ scores at T1 compared to your CQ scores at T2.

Development Plan

Your CQ is not fixed. You were given the chance to create an action plan after T1 to help you use your CQ strengths and enhance your weaker CQ capabilities. The next few pages give you a chance to reflect on your CQ feedback and compare your T1 and T2 scores. Then you will have a chance to develop an action plan to continue your improvement.

YOUR CQ

Describe the change in your self-rated T1 and T2 CQ scores in your own words.

PRESENT CHALLENGES

Have your present challenges changed at all since T1? If so, what intercultural challenges are you currently facing?

(e.g. working with someone who has different cultural values, cultural misunderstandings, etc.)

FUTURE OPPORTUNITIES

How can reflecting on your CQ scores prepare you to pursue future multicultural or global opportunities?

(e.g. global leadership, developing relationships in multicultural contexts, multicultural management, etc.)

YOUR STRONGEST CQ CAPABILITY

Your strongest CQ capability at T2 is based on your self scores in comparison to the worldwide median, not simply based on the highest numerical scores.

Your strongest T2 self-rating in the four CQ capabilities is **CQ DRIVE**

How does this compare to your strongest capability at T1? Are they the same, or different?

YOUR WEAKEST CQ CAPABILITY

Your weakest CQ capability at T2 is based on your self scores in comparison to the worldwide median, not simply based on the lowest numerical scores.

Your weakest T2 self-rating in the four CQ capabilities is **CQ KNOWLEDGE**

How does this compare to your weakest capability at T1? Are they the same, or different?

ACTION STEPS

List one, specific multicultural skill you would like to improve over the next year. Consider the challenges and opportunities you described earlier in this section. (Examples include leading a multicultural team, efficiently implementing global solutions, accurately analyzing risk and opportunity in culturally diverse segments, etc.)

T2 STRENGTH - CQ DRIVE

USING YOUR <u>CQ Drive</u>		
	Specific Action Steps	Target Date
	List specific, challenging action steps you can take to use your strongest self-rated CQ capability.	
Next 4 Weeks	1.	
	2.	
Next 8 Weeks	1.	
	2.	

T2 AREA FOR IMPROVEMENT - CQ KNOWLEDGE

IMPROVING YOUR <u>CQ Knowledge</u>		
	Specific Action Steps	Target Date
	List specific, challenging action steps you can take to enhance your weakest self-rated CQ capability so that it does not interfere with developing the multicultural skill you identified at the top of this page.	
Next 4 Weeks	1.	
	2.	
Next 8 Weeks	1.	
	2.	

REFLECT

Which of your self-rated CQ capabilities changed the most from T1 to T2? Did your scores go up, or down?

How can you explain these changes?

Research Basis of CQ

THE RESEARCH BASIS FOR ASSESSING CULTURAL INTELLIGENCE

Cultural Intelligence is conceptualized as a multi-dimensional construct based on application of Robert Sternberg's integrative theoretical framework of different "loci" of intelligence. The dimensions of Cultural Intelligence represent qualitatively different aspects of the overall capability to function and manage effectively in culturally diverse settings.

CULTURAL INTELLIGENCE IS ...

Cultural Intelligence is a malleable capability that can be enhanced by multicultural experiences, training and self-awareness programs, travel and education.

Cultural Intelligence is distinct from stable individual differences such as personality, which describe what a person typically does across time and across situations.

Cultural Intelligence is also different from emotional intelligence because it focuses specifically on capabilities in multicultural contexts.

Cultural Intelligence has predictive validity over and above demographic characteristics, personality, general mental ability, emotional intelligence, cross-cultural adaptability inventory, rhetorical sensitivity, cross-cultural experience, and social desirability.

The Cultural Intelligence Scale has excellent psychometric properties.

Published scholarly research demonstrates the factor structure of the scale is stable across samples, across time, and across cultures.

In addition, self-rated scores are positively correlated with observer-rated scores, and multi-trait multi-method analysis supports the convergent and discriminant validity of the scale.

Reliabilities of the four factors and sub-dimensions exceed the standard cut-off of .70.

Most important, research demonstrates that cultural intelligence predicts adjustment, well-being, cultural judgment and decision-making, and task performance in culturally diverse settings.

Visit culturalQ.com/research for more information.

MY NOTES

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