

Complete a quick questionnaire to get an overview of your CQ. Copy and paste the following onto a word document and fill out. The response is ranked on a five-point Likert scale, with a maximum of 50:

*1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, 5 = strongly agree.*

### **Cognitive**

Before I interact with people from a new culture, I ask myself what I hope to achieve.

Score:

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.

Score:

I plan how I'm going to relate to people from a different culture before I meet them.

Score:

When I come into a new cultural situation, I can immediately sense whether something is going well or something is wrong.

Score:

### **Physical**

It's easy for me to change my body language (for example, eye contactor posture) to suit people from a different culture.

Score:

I can alter my expression when a cultural encounter requires it.

Score:

I modify my speech style (for example, accent or tone) to suit people from a different culture.

Score:

I easily change the way I act when a cross-cultural encounter seems to require it.

Score:

### **Emotional**

I have confidence that I can deal well with people from a different culture.

Score:

I am certain that I can befriend people whose cultural backgrounds are different from mine.

Score:

I can adapt to the lifestyle of a different culture with relative ease. Score: I am confident that I can deal with a cultural situation that's unfamiliar.

Score:

The test has been created by Earley & Mosakowski (2004). Cultural Intelligence. Harvard Business Review, 82(10), 139–146. (14600043).