



Activity 1 – Test your CQ

Aim: Cultural Intelligence is the ability to cross boundaries and thrive in multiple cultures. And whether you planning a career at home or overseas, CQ will be sought above all other skills

Individual or with the class: Individual test with group reflection

Resources needed: Internet connection

Duration: 30 minutes (including reflection)

Activity description:

There are many different tests that could help people get a better understanding of their personal strengths and weaknesses and frameworks that could help build up Cultural Intelligence. It takes commitment, learning and patience acquiring the necessary skills and thus increasing the Cultural Intelligence level, however this skill could prove to be invaluable in a world that is growing closer together each day.

Test your CQ here and reflect on it with your team members

<http://commonpurpose.org/knowledge-hub/all-articles/what-is-cultural-intelligence/cq-test/>





Activity 2 – CQ profiles

Aim: Determine your own and your team members' CQ profile

Individual or with the class: With a small group

Resources needed: The six established CQ profiles worksheet

Duration: 30 minutes

Activity description: Most people fit within one of six profiles.

- The provincial: Effective when working with people of similar background, but lacks the ability to work with people from other cultures.
- The analyst: Tries to methodically analyse other cultures and tries to apply learned strategies.
- The natural: Relies entirely on his own natural intuition and avoids learning more or improving based on established techniques.
- The ambassador: Likes differences and welcomes them, does not know much about the culture, but he is confident he can handle it.
- The mimic: Has a high degree of confidence in his actions. Easily communicates and fits in.
- The chameleon: Possesses high degree of CQ and could be even mistaken for native in certain situations.

First individual assignment: Which CQ profile reminds you of yourself and why?

Group Assignment: Think of all the members of your group, which one of the 6 profiles suit your individual team members? Discuss afterwards and look for similarities and differences among your team members' impression of you and others.



Activity 2 – CQ profiles worksheet

CQ profile	Description	Name(s)
The provincial	Effective when working with people of similar background, but lacks the ability to work with people from other cultures	
The analyst	Tries to methodically analyse other cultures and tries to apply learned strategies	
The natural	Relies entirely on his own natural intuition and avoids learning more or improving based on established techniques	
The ambassador	Likes differences and welcomes them, does not know much about the culture, but he is confident he can handle it.	
The mimic	Has a high degree of confidence in his actions. Easily communicates and fits in.	
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