



## Cultural Competency Assessment

**About:** This assessment is broken down into different categories aligned with Cultural Intelligence (CQ) dimensions. It uses a quantitative scale to gauge individual competency levels, allowing for both self-assessment and peer evaluation.

**Instructions:** Rate your level of agreement with each statement on a scale from **1 to 5**, where:

**1** = Strongly Disagree, **2** = Disagree, **3** = Neutral, **4** = Agree, **5** = Strongly Agree

### Section 1: CQ Drive (Motivation)

**Total** \_\_\_\_\_

**Goal:** Measure your motivation and interest in cross-cultural engagement.

1. I am eager to learn about cultural differences and similarities.

1      2      3      4      5

2. I feel confident when interacting with people from different cultural backgrounds.

1      2      3      4      5

3. I actively seek out opportunities to engage with culturally diverse individuals.

1      2      3      4      5

4. I am interested in attending cultural events or workshops.

1      2      3      4      5

5. I am motivated to work in multicultural environments, both locally and internationally.

1      2      3      4      5

### Section 2: CQ Knowledge

**Total** \_\_\_\_\_

**Goal:** Assess your understanding of cultural differences and similarities, including global awareness.

6. I understand how cultural values influence communication styles.

1      2      3      4      5

7. I am aware of the major cultural norms, practices, and customs in regions where I work or collaborate.

1      2      3      4      5

8. I have a solid understanding of how history, religion, and politics impact cultural differences.

1 2 3 4 5

9. I know how education systems differ across cultures.

1 2 3 4 5

10. I can recognize cultural differences in students' learning behaviors and expectations.

1 2 3 4 5

**Section 3: CQ Strategy**

**Total** \_\_\_\_\_

**Goal:** Evaluate your ability to strategize and reflect on cultural interactions and plan accordingly.

11. Before interacting with individuals from different cultures, I plan how I will approach the situation.

1 2 3 4 5

12. I reflect on my cultural assumptions and how they may affect my interactions with others.

1 2 3 4 5

13. I adapt my teaching or collaboration style depending on the cultural background of the individuals I work with.

1 2 3 4 5

14. I frequently evaluate the effectiveness of my intercultural interactions and adjust accordingly.

1 2 3 4 5

15. I prepare to handle cultural misunderstandings and find ways to resolve them effectively.

1 2 3 4 5

**Section 4: CQ Behavior (Action)**

**Total** \_\_\_\_\_

**Goal:** Measure your ability to adapt your verbal and non-verbal behavior in different cultural contexts.

16. I am comfortable modifying my communication style (verbal and non-verbal) to suit different cultural contexts.

1 2 3 4 5

17. I adjust my body language, tone, and gestures when interacting with people from different cultures.

1 2 3 4 5

18. I am effective in using culturally appropriate language when teaching or collaborating with individuals from diverse backgrounds.

1 2 3 4 5

19. I can navigate cultural differences in a way that avoids conflict and promotes mutual understanding.

1 2 3 4 5

20. I am able to maintain respect for different cultural norms while achieving my academic objectives.

1 2 3 4 5

**Section 5: Cultural Awareness and Sensitivity**

**Total** \_\_\_\_\_

**Goal:** Measure your ability to recognize and value cultural differences.

21. I acknowledge the cultural perspectives of others without making judgments.

1 2 3 4 5

22. I value diversity and believe it enhances academic collaboration and problem-solving.

1 2 3 4 5

23. I am aware of cultural stereotypes and avoid making assumptions based on someone's cultural background.

1 2 3 4 5

24. I consider cultural factors when mentoring students or collaborating with colleagues from different backgrounds.

1 2 3 4 5

25. I demonstrate cultural empathy by seeking to understand others' worldviews.

1 2 3 4 5

**Section 6: Cross-Cultural Communication**

**Total** \_\_\_\_\_

**Goal:** Assess your effectiveness in communicating across cultures.

26. I can effectively communicate complex ideas to individuals from diverse cultural backgrounds.

1 2 3 4 5

27. I understand and respect different cultural norms for communication (e.g., directness vs. indirectness).

1 2 3 4 5

28. I avoid misunderstandings by clarifying expectations when working across cultures.

1 2 3 4 5

29. I ask questions or seek clarification when I encounter cultural references or behaviors I don't understand.

1 2 3 4 5

30. I feel comfortable facilitating conversations between individuals from different cultural backgrounds.

1 2 3 4 5

### Section 7: Cultural Adaptability

Total \_\_\_\_\_

**Goal:** Evaluate your flexibility and willingness to adapt to new cultural environments.

31. I quickly adjust to new cultural environments and norms when traveling or working with international colleagues.

1 2 3 4 5

32. I am flexible in adapting my teaching methods to meet the needs of students from different cultural backgrounds.

1 2 3 4 5

33. I am open to changing my usual work processes if it better suits the cultural context.

1 2 3 4 5

34. I feel comfortable working in environments where cultural expectations are unfamiliar to me.

1 2 3 4 5

35. I can maintain professional relationships despite cultural differences.

1 2 3 4 5

### Section 8 - Inclusivity in Workplace Settings

Total \_\_\_\_\_

**Goal:** Measure your ability to create inclusive environments for diverse individuals.

36. I encourage participation from other team member colleagues from diverse cultural backgrounds.

1 2 3 4 5

37. I modify my leadership methods to ensure inclusivity for learners from all backgrounds.

1 2 3 4 5

38. I actively promote equity and inclusion in workplace settings.

1 2 3 4 5

39. I address cultural challenges in group work or collaborative projects to ensure equal participation.

1 2 3 4 5

40. I recognize and address cultural barriers that may prevent individuals from fully engaging in workplace discussions.

1 2 3 4 5

**Scoring:**

Once all questions are answered, calculate the score for each section as follows:

- Total Score for Each Section: Sum the ratings for each item within that section.
- Maximum Possible Score per Section: 25 (if all answers are 5).
- Total Score: Add up the scores from all sections.

**Cultural Competency Levels:**

- 160 - 200 (Highly Competent): You demonstrate strong cultural competency and are highly effective in intercultural situations.
- 120 - 159 (Competent): You have good cultural competency, but there is room for growth in certain areas.
- 80 - 119 (Moderate Competency): You have some cultural competency, but significant improvement is needed to navigate intercultural contexts effectively.
- Below 80 (Low Competency): There is a need for more awareness, training, and practice in cultural competency.

**Interpretation:**

- High Scores: Reflect a well-developed cultural competency and a strong ability to engage effectively in diverse academic settings.
- Moderate Scores: Indicate areas for improvement. Focus on further developing CQ Drive, CQ Knowledge, CQ Strategy, and CQ Behavior through training and practical engagement.
- Low Scores: Suggest the need for significant development in cultural understanding and interaction. Consider taking part in immersive experiences, training workshops, or mentorship programs focused on cross-cultural learning.