

CULTURAL INTELLIGENCE SCALE (CQS)

Read each statement and select the response that best describes your capabilities. Select the Answer that BEST describes you AS YOU REALLY ARE.

Use the following format:

1	2	3	4	5	6	7
Very Strongly Disagree	Strongly Disagree	Disagree	Not Decided	Agree	Strongly Agree	Very Strongly Agree

1. ... I am conscious of the cultural knowledge I use when interacting with people with different cultural backgrounds. 1 2 3 4 5 6 7
2. ... I adjust my cultural knowledge as I interact with people from a culture that is unfamiliar to me. 1 2 3 4 5 6 7
3. ... I am conscious of the cultural knowledge I apply to cross-cultural interactions. 1 2 3 4 5 6 7
4. ... I check the accuracy of my cultural knowledge as I interact with people from different cultures. 1 2 3 4 5 6 7
5. ... I know the legal and economic systems of other cultures. 1 2 3 4 5 6 7
6. ... I know the rules (e.g. vocabulary, grammar) of other languages. 1 2 3 4 5 6 7
7. ... I know the cultural values and religious beliefs of other cultures. 1 2 3 4 5 6 7
8. ... I know the marriage systems of other cultures. 1 2 3 4 5 6 7
9. ... I know the arts and crafts of other cultures. 1 2 3 4 5 6 7
10. ... I know the rules of expressing nonverbal behaviors in other cultures. 1 2 3 4 5 6 7
11. ... I enjoy interacting with people from different cultures. 1 2 3 4 5 6 7
12. ... I am confident that I can socialize with locals in a culture that is unfamiliar to me. 1 2 3 4 5 6 7
13. ... I am sure that I can deal with the stresses of adjusting to a culture that is new to me. 1 2 3 4 5 6 7
14. ... I enjoy living in cultures that are unfamiliar to me. 1 2 3 4 5 6 7
15. ... I am confident that I can get accustomed to the shopping conditions in a different culture. 1 2 3 4 5 6 7
16. ... I change my verbal behavior (e.g. accent tone) when a cross-cultural interaction requires it. 1 2 3 4 5 6 7
17. ... I use pause and silence to suit different cross-cultural situations. 1 2 3 4 5 6 7
18. ... I vary the rate of my speaking when a cross-cultural situation requires it. 1 2 3 4 5 6 7
19. ... I change my non-verbal behavior when a cross-cultural situation requires it. 1 2 3 4 5 6 7
20. ... I alter my facial expressions when a cross-cultural interaction requires it. 1 2 3 4 5 6 7



To score yourself you will need to take the average of responses completed.

- **CQ Strategy** (Meta-cognitive) Sub-score: average of responses to Questions 1- 4 _____.
- **CQ Knowledge** (Cognitive) Sub-score: average of responses to Questions 5-10 _____.
- **CQ Drive** (Motivational) Sub-score: average of responses to Questions 11-15 _____.
- **CQ Action** (Behavioral) Sub-score: average of responses to Questions 16-20 _____.

- Total **Cultural Intelligence score**: average of responses of all your sub-scores above _____.

**** Scores of 4 or higher are desirable****

CQ-Strategy and CQ-Behavior predict Task Performance

- the higher the CQ-Strategy, the higher the performance
- the higher the CQ-Behavior, the higher the performance

CQ-Motivation and CQ-Behavior each predict Three Different Forms of Adjustment: General, Work and Interactional

- the higher the CQ-Motivation, the higher the adjustment
- the higher the CQ-Behavior, the higher the adjustment