

THE CULTURAL INTELLIGENCE CENTER

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Self-Assessment of Your CQ

Our CQ assessments are based upon the academically validated [20-item scale](#). But here's a quick CQ self-assessment that you can use to start thinking about your CQ. Then consider using one of our full CQ [assessments](#).

Quick CQ Self-Assessment Tool

Think about your cultural intelligence in each of the following areas.
Select the answer (1 – 5) that BEST describes you as you really are.

1 – None of the description fits me.
2 – Only some of this fit me.
3 – Half of the description fits me.
4 – Most of the description fits me
5 – The statements describe me perfectly.

CQ-Action	1	2	3	4	5
I modify my behavior to make others more comfortable when I interact with people who are from different cultural backgrounds. I change the way I speak and act when I am in cross cultural settings. I mimic others to make sure that I follow local conventions so that my speech patterns and body language are not offensive.					
CQ-Knowledge	1	2	3	4	5
I generally understand other cultures and cultural values. I know about the basic ways in which cultures are similar and the ways they are different.					
CQ-Strategy	1	2	3	4	5
I plan carefully before I meet with someone who is from a different cultural background. After one of these experiences, I reflect carefully and try to make sense of the interaction.					
CQ-Drive	1	2	3	4	5
I am very interested in other cultures, and I enjoy meeting people who have different cultural backgrounds. I am confident that I can live in different cultures and that I can adapt to different parts of the world.					

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Interpreting Your Quick CQ Self-Assessment Responses

Sum your answers to the four questions in the Quick CQ Assessment Tool. Your score can range from 4 to 20.

4 - 7 points You see yourself as low in Cultural Intelligence. A CQ personal development plan could help you to become more capable of functioning effectively in culturally diverse situations.

8 -16 points You see yourself as moderate in Cultural Intelligence. A CQ personal development plan could help you to enhance your capabilities in areas where you see yourself as less capable of functioning effectively in culturally diverse situations.

17 - 20 points You see yourself as high in Cultural Intelligence. A CQ personal development plan could help you to build on your impressive CQ strengths and become even more capable of functioning effectively in culturally diverse situations.

More Information

[Self-Assessment](#)

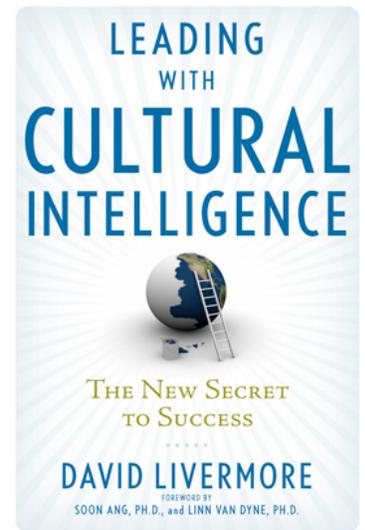
[Self-Awareness](#)

[20-item Scale](#)

[Online Assessments](#)

[Cultural Values](#)

Books



[Buy "Leading With Cultural Intelligence" on Amazon](#)

Questions for Further Reflection

1. Do your scores follow the same general pattern? Are they generally low, generally moderate, or generally high?

If some of your scores on the four aspects of Cultural Intelligence are high and others are medium or low, you should think of ways that you can capitalize on your strong areas (high scores) and ways that you can improve in areas where your scores are lower.

2. Do you have any low scores?

If you scored 1 for any aspect of CQ, this is a RED alert. A low score indicates that you are either very modest (self-depreciation) and you didn't give yourself full credit for your capabilities or that you need to work on this aspect of your CQ.

Accurate self-awareness is important in interpersonal interactions. Self-depreciation can interfere with self-presentation and it can prevent others from recognizing your capabilities. Having at least moderate CQ capabilities is especially critical if your work or personal interests cause you to interact with people who have different cultural backgrounds. Recommendation: Consider specific action steps you can take to improve your sense of your CQ capabilities.

3. Do you have any high scores?

If you scored 5 for any aspect of CQ, you have a very positive view of your capabilities in this area of CQ. A high score indicates that you are either extremely capable of functioning in culturally diverse situations or that you inflated your responses (self-enhancement) and exaggerated your view of your capabilities.

Accurate self-awareness is important in interpersonal interactions. Self-enhancement can interfere with self-presentation and it can cause others to disregard your own descriptions of your capabilities. Having at least moderate CQ capabilities is especially critical if your work or personal interests cause you to interact with people who have different cultural backgrounds.