**INF 315**

**Lecture 9 Homework Assignment**

**Due: 5 May 2023 – At 23:00**

**Submit online on ClickUP**

**TOTAL: 10 Marks**

**Topic**: Cultural Intelligence - Where Am I Now?

Self-Assessment and Reflection Activity

1. **Background:**

The below questions highlight what you think of your own current cultural intelligence (CQ). There are no right or wrong answers. It is hoped that the exercise will increase your own awareness and promote self-reflection.

1. **Directions:**

For each statement, mark M (most of the time), O (often), S (sometimes), R (rarely), or N (never).

1. **Self-Assessment Statement/Questions:**

**AWARENESS**

1. \_S\_\_\_\_ When I meet someone from another culture, I am aware of the physical space between us.

2. \_\_R\_\_\_ When I communicate with someone from another culture, I am aware of my tone of voice.

3. \_\_O\_\_\_ When I participate on multicultural teams, I am aware that my experiences may be very different from the experiences of my teammates.

4. \_\_\_N\_\_ I realize that I have a difficult time listening to certain people because of my biases.

5. \_\_\_S\_\_ I am aware of the different ways in which I might express bias.

6. \_\_\_O\_\_ I am aware of my cultural values when I interact with people from very diverse countries and cultures.

**UNDERSTANDING**

7. \_\_\_S\_\_ I understand that gender roles may vary significantly among people from various cultural backgrounds.

8. \_\_\_M\_\_ I understand the difference between prejudice and discrimination.

9. \_\_\_O\_\_ I understand how cultural intelligence (CQ) promotes an organization’s ability to achieve its goals.

10. \_\_\_S\_\_ I understand why it may be necessary for me to change my nonverbal behaviors in a new cultural setting.

11. \_\_S\_\_\_ I understand why CQ requires more than just good intentions on my part.

12. \_\_O\_\_\_ I understand why it is important to be aware of differences in power and privileges.

**SKILLS**

13. \_\_\_S\_\_ In a new cultural setting, I vary my verbal and nonverbal language when necessary.

14. \_\_O\_\_\_ When I communicate with people from culturally diverse backgrounds, I ask questions to make sure I have heard and understood all of the relevant details.

15. \_\_\_S\_\_ When I observe people showing cultural insensitivity or bias, I intervene in some way.

16. \_\_\_S\_\_ I seek feedback from others regarding my biases.

17. \_\_\_S\_\_ I seek feedback from others regarding my ability to manage crosscultural conflict effectively.

18. \_\_\_S\_\_ When I interact on multicultural teams, I check the accuracy of my knowledge about other cultures.

The preceding self-assessment provides insight into your current CQ. Questions 1 to 6 relate to your awareness, questions 7 to 12 measure your understanding, and questions 13 to 18 deal with your behaviours or skills.

1. **Reflection Questions:**

Once you have completed the above self-assessment answer the following questions:

1. What do your answers reveal about your CQ, and specifically your awareness, understanding, and skills?
2. When you examine these three competencies, are there any differences or similarities that stand out?
3. Which aspects of your Cultural Intelligence need further development? What do you plan to do to build your Cultural Intelligence?

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| Question 1 Answer  My awareness is good enough to be able recognize and understand cultural differences.  My understanding is a bit lacking compared to my awareness, but not too bad to make sense of cultural differences and accurately interpret them.  My Skills out of the three is most probably the most lacking as I am an introvert I don’t necessary go out of my way always to hear feedback or intervene in strangers showing cultural insensitivity. |
| Question 2 Answer  Yes, there is similarities between the competencies awareness and understanding and difference between those two and skills as the first two is in a way how I observe different culture and then understand based on what a observed, while skills is more of implying what I see and to improve my perspective and view on different cultures. |
| Question 3 Answer  I think most is good enough, but one that could improve is the skills competency.  To improve this I could put myself in situation where I work with a larger amount of people from different backgrounds and culture in order to maybe build a relationship with some of those people that could be of help to ask feedback on what I might do that is offensive towards them in terms of culture. |