

cultural **intelligence**

Toolkit #3:

Develop your CQ Drive



Review the strategies provided for increasing your CQ Drive & choose the best option for you.

options for developing CQ Drive

**OPTION
ONE:**

Hone a hobby

Invite someone from a different culture to join you in a hobby you both enjoy. As you participate in this together, notice your similarities and use this to fuel your motivation to get to know this person who is different from you.

**OPTION
TWO:**

Notice norms

Find a peer at work who identifies with a different cultural group (e.g. a different department, a different age range, a different geographic region) and learn about norms from their group. Think about ways that understanding different norms increases your confidence for working and relating with different people.

**OPTION
THREE:**

Enhance a skill

Identify a skill you've mastered in your home/familiar culture. Then, learn what mastery of this skill looks like in a different cultural context. (e.g. if you have mastered public speaking in your culture, what might be different about how you would make a presentation in a different culture?)

**OPTION
FOUR:**

For leaders/supervisors = **Expand a Core Commitment**

Identify one of your core commitments (e.g. promoting transparency, being accessible to those on your team, etc.) and three ways multicultural experiences could strengthen that commitment for you (e.g. learning appropriate ways to promote transparency in different cultural contexts).



How do these help?

- Each of these strategies provide a simple next step for moving you out of your comfort zone and intentionally try to see beyond your own perspective. As your perspective enlarges, often your motivation to interact with those who are different will expand as well.