

cultural **intelligence**

Toolkit #5:

Develop your CQ Strategy



Review the ideas provided for developing your CQ Strategy & choose the best option for you.

options for developing CQ Strategy

**OPTION
ONE:**

Audit your work

In column A, make a list of your typical work tasks. In column B, identify alternative ways to complete this work when working with a colleague from a different culture.

(Pick a specific colleague who is different from you and complete the exercise intentionally thinking of their cultural context. This will require CQ knowledge.)

Column A: Typical work tasks	Column B: Alternative ways to complete these tasks



options for developing CQ Strategy

OPTION**TWO:****Recruit a cultural coach**

Find someone who is familiar with a culture that is challenging for you. Ask this person if you can share your impressions and get their feedback. Use this as an opportunity to check your interpretations of what is going on in this novel cultural context. Consider what of your mental models regarding this culture need to be adjusted for more effective interactions in the future.

OPTION**THREE:****FOR LEADERS OF MEETINGS:**

Add an empty chair to your next meeting to represent a group of constituents who aren't represented by the people in the room. Throughout the meeting, ask the group what those individuals 'in the empty chair' might be thinking right now if they were in the meeting.

OPTION**FOUR:****FOR LEADERS OF MEETINGS:**

After facilitating an important meeting, ask members of your team to write down their understanding of decisions and next steps. Check to see if people have similar or different perspectives. Think about what you can learn about this group and how you might lead differently in the future.



How do these help?

- Each of these strategies help you slow down and think about your thinking. From this place of metacognition, you'll be able to generate alternative plans for the future when interacting with those who are different from you.