**Cultural Intelligence (CQ) for Psychologists: Key Takeaways & Self-Assessment**

**What is Cultural Intelligence (CQ)?**

Cultural Intelligence (CQ) is the ability to relate and work effectively across cultures. It goes beyond cultural awareness by equipping individuals to **adapt and thrive** in culturally diverse environments. In psychology, CQ is an essential tool for fostering inclusion, reducing bias, and strengthening ethical practice.

**The Four CQ Capabilities**

1. **CQ Drive (Motivation)** – Your interest, confidence, and willingness to engage with cultural diversity.
2. **CQ Knowledge (Cognition)** – Your understanding of different cultural norms, values, and systems.
3. **CQ Strategy (Metacognition)** – Your awareness of how culture shapes interactions and your ability to reflect, plan, and adapt.
4. **CQ Action (Behaviour)** – Your ability to adjust your communication and behaviour in cross-cultural situations.

**Self-Assessment: Where Do You Stand?**

For each statement below, rate yourself on a scale from **1 (Low) to 5 (High)**:

| **CQ Capability** | **Self-Assessment Questions** | **Rate (1-5)** |
| --- | --- | --- |
| **CQ Drive** | I actively seek out opportunities to engage with diverse cultures. |  |
|  | I remain motivated even when cross-cultural interactions feel challenging. |  |
| **CQ Knowledge** | I understand how cultural values shape communication and behaviour. |  |
|  | I am aware of how mental health and psychological practices vary across cultures. |  |
| **CQ Strategy** | I reflect on how my cultural background influences my perspectives. |  |
|  | I adjust my approach based on cultural differences in professional settings. |  |
| **CQ Action** | I modify my tone, language, or body language based on cultural context. |  |
|  | I respond effectively to bias-motivated interactions or hate speech. |  |

**Reflection:**

* Which CQ capability is your **strength**? How do you use it in your work?
* Which CQ capability do you want to **improve**? What’s one step you can take?

**Applying CQ to Bias, Hate, and Workplace Inclusion**

* **CQ in Action:** Recognize and disrupt unconscious bias in workplace and client interactions.
* **Responding to Bias-Motivated Behaviour:** Instead of reacting defensively, apply **CQ Strategy** – pause, reflect, and choose a response that fosters inclusion rather than division.
* **Ethical Responsibility:** Standing up to hate and bias aligns with psychological codes of ethics that emphasize fairness, harm reduction, and inclusion.
* **Building Resilience:** Overcoming the discomfort of cross-cultural interactions is key to using CQ effectively.
* **CQ for Social Cohesion:** Use cultural intelligence to build bridges between communities, reducing the impact of global and geopolitical tensions in local workplaces and societies.

**Your CQ Action Step**

What is **one commitment** you will make to enhance your CQ in your professional role?

**Making CQ a Daily Habit**

A simple **CQ Strategy check-in** to integrate into daily practice:

1. **Before an interaction** – *What cultural factors might shape this conversation?*
2. **During an interaction** – *What am I noticing? How am I flexing in real time?*
3. **After an interaction** – *What worked? What could I improve?*

By integrating CQ into your psychological practice, you can **strengthen inclusion, reduce bias, and foster greater workplace and community cohesion**. Taking small, consistent steps can lead to meaningful change in how we engage with cultural diversity every day.

Resources: <https://culturalq.com/about-cultural-intelligence/articles/>

**Connections**

**Hanlie van Wyk**<https://orcid.org/0009-0002-2408-386X>

<https://www.hanlievanwyk.com/biocontact>

<https://www.linkedin.com/in/hanlievanwyk/>

**Trisha Carter**

<https://www.linkedin.com/in/trishacarter/>

<https://the-shift-with-trisha-carter.captivate.fm/>

<https://trishacarter.substack.com/>