

Your Cultural Intelligence Plan

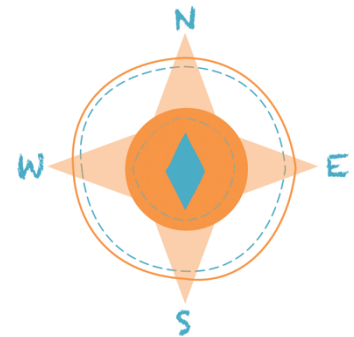
Our cultural lives are not meant to be static. The world around us certainly isn't. Much like emotional intelligence, growing your cultural intelligence (CQ) in significant ways is achievable. It just takes a little motivation, planning and a supportive community. Signi[®] exists to support you on your CQ journey.

The next step after CQ training is to develop your personal CQ plan. Here's how you can get started:

- Review your CQ Assessment scores to determine your greatest strengths and areas for improvement.
- Answer the questions on your CQ Assessment report.
- Answer the questions below to continue connecting CQ to your greater life goals.
- On the chart below, map out achievable 1 month, 6 month and 1-year CQ action steps. Don't forget to include those completion dates.
- Meet with a Signi[®] Culture Coach to help polish your plan.

CQ Life-Purpose Questions

1. Describe Cultural Intelligence and its importance for self-development.
2. List any intercultural challenges that you are currently facing (Remember that political and religious, gender, ethnic, racial, generational and organizational differences are all cultural).
3. How can raising your CQ help achieve or improve your career and personal life goals?



CQ Performance Plan Calendar

Below is your CQ Performance Plan Calendar. Here, you will write an achievable goal in each of the boxes. You'll notice that each box corresponds to a CQ component and a 1-month, 6-month and one-year goal for completing the action-steps for that component.

Examples for each action step are given. These examples are based off a scenario where the individual making the plan is from an Anglo cultural background and wants to relate better with her many Latino coworkers. Refer to your CQ goals and create actions steps that will help you achieve them. Have fun exploring new cultural worlds!

	MOTIVATION	KNOWLEDGE	PLANNING	PERFORMANCE
1 MONTH Date Accomplished / /	Shop in a Latino market	Start Duolingo Spanish language lessons	Add different news apps such as the BBC to get a different perspective from other cultures	Learn different greetings from Latin American cultures. Do greetings differ with gender?
6 MONTHS Date Accomplished / /	Learn to cook a meal from a Latin American culture	Watch movies in the new language	Visit a culturally diverse area. Observe interactions and note similarities and differences from your cultural norms.	Compare your cultural value dimensions with dominant Latino values. List some ways these value differences might affect work relationships.
1 YEAR Date Accomplished / /	Make a new friend with someone from a Latin American culture	Visit a Latin American country and plan on speaking primarily in Spanish	Journal your cross-cultural interactions. Note your perception of successes and learning points	Participate in popular Latino cultural activities.