

## CULTURAL COMPETENCE QUESTIONNAIRE

**Instructions:** Select the response that best describes your capabilities. Select the answer that BEST describes you AS YOU ARE (1=strongly disagree to 5=strongly agree). For the purposes of this questionnaire “Culture” means any cultural category – National culture (such as Canadian, German, Turkish, Japanese, etc), Gender culture, Racio-Ethnic culture (Black-African, Latinx, Asian-American, Jewish, etc), Generation (Matures, Boomers, X, Millennial), sexual orientation (LGBTQ+ or Heterosexual), differing abilities (hearing, sight, mobility, learning etc.) – any large group of people with shared values, beliefs, expectations, language, art, and behaviors.

	Strongly disagree					Strongly agree
	1	2	3	4	5	
1. I enjoy interacting with people from different cultures.						
2. I am confident that I can socialize with people from a culture that is unfamiliar to me.						
3. I am sure I can deal with the stresses of adjusting to a culture that is new to me.						
4. I enjoy living in cultures that are unfamiliar to me.						
5. I am confident that I can get accustomed to the living conditions in a different culture.						
6. I know the rules (e.g., vocabulary, grammar) of at least one other language.						
7. I know the cultural values and beliefs of other cultures.						
8. I know the communication norms and conflict styles of my own and other cultures.						
9. I understand why others' cultural values, beliefs, behaviors, and perspectives differ from mine.						
10. I know what the cultural scripts that influence the behaviors of my teammates and customers/clients/patients are.						
11. I am conscious of the cultural knowledge I use when interacting with people with different cultural backgrounds.						
12. I understand how people's behavior makes sense from their perspective, and seek to learn what that perspective is.						
13. I am conscious of my own social identity and cultural values and beliefs.						
14. I mentally check the accuracy of my cultural knowledge as I interact with people from different cultures.						
15. I am aware of <b>how</b> my own social identity, cultural values and beliefs influence my interactions with others similar to, and different from me.						
16. I modify my verbal behavior (e.g., accent, tone, rate of speech) when a inter-cultural interaction requires it.						
17. I use pause and silence differently to suit different inter-cultural situations.						
18. I flex my communication style between direct and indirect as the situation requires.						
19. I adapt my non-verbal behavior, gestures, and facial expressions when an inter-cultural interaction requires it.						
20. I manage how much emotion I express to be appropriate given intercultural expectations.						

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Adapted from the Cultural Intelligence Questionnaire developed by Ang and Van Dyne  
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