

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, Turkish, Japanese, etc), Gender culture, Racio-Ethnic culture (Black-African, Latino, Asian-American, Jewish, Greek-American, 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.

	1	2	3	4	5
<i>Strongly disagree</i>					<i>Strongly agree</i>
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 how 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 cross-cultural interaction requires it.					
17. I use pause and silence differently to suit different cross-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 a cross-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
Handbook On Cultural Intelligence: Theory, Measurement And Applications