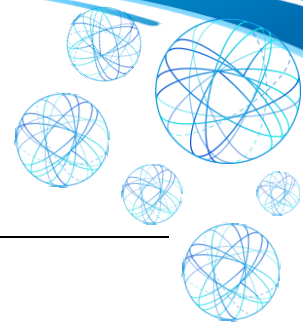




ONIX CULTURAL INTELLIGENCE



Why use Cultural Intelligence for Study Abroad? Because multicultural interaction is part of every study abroad experience

Our Programs provide individuals with a core multicultural competency framework that they can use while traveling and interacting abroad. Effective preparation will help students benefit from their study abroad in ways that will change their life and make them more effective in multicultural situations – both domestically and internationally.

We are leader in Cultural Competence Programs in Argentina with our unique program “Estudiantes Sin Fronteras” (Only in Spanish) <https://www.argentineculture.org/ecc>

Cultural Intelligence is about understanding our own culture, what it means to us, and the multiple sub-cultures we belong to. It is also being fully aware of what makes us who we are, and how our culture influences the way we work with other people. Many of us look around the world and wonder at the problems we see. This is mostly the result of a failure to communicate, misinterpretation and misunderstanding. Particularly across cultures. There needs to be a desire and willingness to do things differently. Leaders need to manage this complexity and be prepared to articulate the issues in a way that brings people together and makes progress

Cultural Intelligence begins with:

Drive—the curiosity and motivation needed to work well with others.

Knowledge—understanding the kinds of differences that describe one group versus the next, without resorting to stereotyping specific cultures.

Strategy—learning how to plan effectively in light of cultural differences.

Action—being able to adapt behavior when the situation requires it.



Three Components of CQ

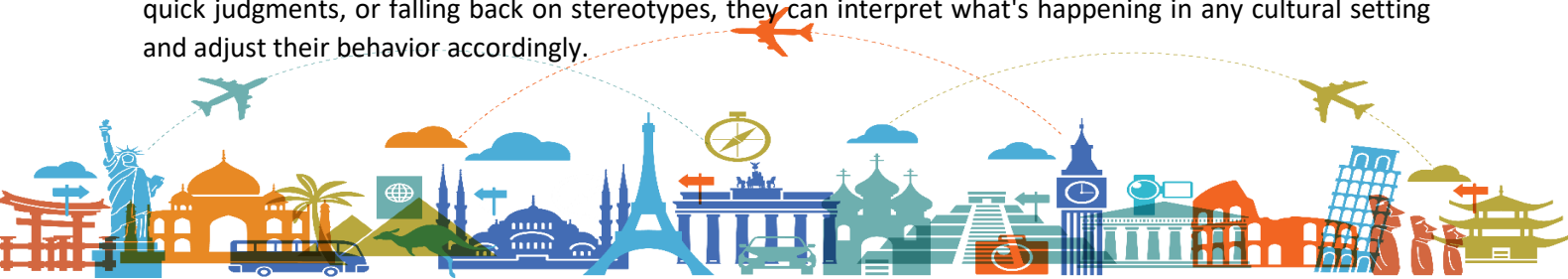
An influential [Harvard Business Review](#) article identified three key components of CQ, naming them Head, Body and Heart:

Head is the knowledge and understanding that you need good CQ. This comes, in part, from observation and research. But you also need strategies for gathering new information – and the ability to use those strategies to recognize a culture's shared understandings. That will enable you to adapt your decision making and communication.

Body means translating cultural information into visible actions. These are usually the clearest ways in which your CQ is seen by others. You show it in your gestures, your body language, and the way you carry out culturally significant tasks.

Heart. To have high CQ, you need to be self-assured, not afraid to make honest mistakes, and confident enough to keep improving by tackling new cultural situations.

People with high CQ use all three of these elements to monitor and moderate their actions. Without making quick judgments, or falling back on stereotypes, they can interpret what's happening in any cultural setting and adjust their behavior accordingly.



An Essential Skill

Cultural intelligence (CQ) is a critical part of setting yourself apart in today's globalized world of artificial intelligence, machine learning, and innovation. It's the ability to relate and work effectively with people from different cultural backgrounds and it goes beyond existing notions of cultural sensitivity and awareness. With cultural intelligence, you'll know how to strategically use cultural differences to come up with more innovative solutions.

In culturally diverse situations, CQ predicts...

- Personal Adjustment and Adaptability
- Judgment and Decision Making
- Negotiation Effectiveness
- Trust, Idea Sharing, and Innovation
- Leadership Effectiveness
- Profitability and Cost-Savings

For most organizations, the greatest opportunities for growth involve expanding into new markets at home and abroad. Organizations with culturally intelligent students and staff are more likely to accomplish their mission in today's multicultural, globalized world.

THE RESEARCH BASIS FOR ASSESSING CULTURAL INTELLIGENCE



Cultural Intelligence is conceptualized as a multi-dimensional construct based on application of Robert Sternberg's integrative theoretical framework of different "loci" of intelligence. The dimensions of Cultural Intelligence represent qualitatively different aspects of the overall capability to function and manage effectively in culturally diverse settings

CULTURAL INTELLIGENCE IS...

Cultural Intelligence is a malleable capability that can be enhanced by multicultural experiences, training and self-awareness programs, travel and education.

- Cultural Intelligence is distinct from stable individual differences such as personality, which describe what a person typically does across time and across situations.
- Cultural Intelligence is also different from emotional intelligence because it focuses specifically on capabilities in multicultural contexts.

Cultural Intelligence has predictive validity over and above demographic characteristics, personality, general mental ability, emotional intelligence, cross-cultural adaptability inventory, rhetorical sensitivity, cross-cultural experience, and social desirability.

The Cultural Intelligence Scale has excellent psychometric properties.

- Published scholarly research demonstrates the factor structure of the scale is stable across samples, across time, and across cultures.
- In addition, self-rated scores are positively correlated with observer-rated scores, and multi-trait multimethod analysis supports the convergent and discriminant validity of the scale.
- Reliabilities of the four factors and sub-dimensions exceed the standard cut-off of .70.

Most important, research demonstrates that cultural intelligence predicts adjustment, well-being, cultural judgment and decision making, and task performance in culturally diverse settings.

