Personal Intelligence Plan: Part I (Drive)

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Personal intelligence refers to the intelligence involving the perceptive about personality as well as the personality-based information. Every employee has a unique personality that helps them perform their duties effectively. This assists the individuals to reason both about themselves and other people. Cultural Intelligence on the other side, is used to define the capability to be able to uphold cultural diversity (Ang & Van Dyne, 2015). People who have high Cultural Intelligence (CQ) exhibit four essential competencies involving: Cultural Intelligence drive which is the readiness to work with diverse employees, Cultural Intelligence knowledge referring to the understanding of the differences in cultures; Cultural Intelligence strategy where the people have a flexible mentally and take different viewpoints in their decision making. Lastly, cultural Intelligence action referring to the ability to stretch their behaviors, both verbal and non-verbal.

**Challenging Cultures**

In the work environment, numerous cultures are interrelated to facilitate the best output and profits. The most challenging is the different age generations in the workplace which makes it hard to synchronize the business cultural competencies. The millennial generation is fast becoming the most dominant generation in the workforce, where they rely heavily on the use of technology. This makes it essential for the companies to alter the business processes and the way that things are done in the office (Triandis, 2006). The millennials are also family-oriented; the business should allocate time for them to be with their families hence working fewer hours. They are also very prone to job-hopping, thus making it a necessity to make them comfortable.

In the coming generation, the centennials are more focused on the future of the businesses and livelihood with less reliance on timelines. This age group is critical to the feeling that they have when at the workplace in contrary to the past generations that focused on the money and accomplishments helping better their lives (Triandis, 2006). The centennials further work in diverse environments where they have to shift their approaches to the problems they face in contrary of setting a defined method of work which may be boring to them, this is based on the ever-changing world of technology and business processes; hence, being ahead provides the much needed approach to diversify their work experiences. The culture of generations makes it challenging to ensure collaboration and teamwork between the different age sets in the business (Triandis, 2006).

**Barriers to Cultural Intelligence**

Numerous barriers affect the improvement of cultural intelligence; to include the lack of knowledge of the various ethnic and cultural groups. These groups have different understandings and norms which they maintain hence upholding their diversity traits. Failure to understand the different groups provides a gap in creating a productive work environment due to misunderstandings of the differences. Bias is also a considerable barrier where, due to some cultural perceptions, some people are treated better than others, while those with disagreeing opinions may lead to retrogressive cultural intelligence (Earley & Mosakowski, 2004).

Ethnocentrism possesses a massive challenge for the development of personal cultural intelligence. It refers to judging another culture based on the standards and ideals of own culture, particularly concerning their religious perspective, language, customs, and behavior. People approach these issues differently making it harder for an individual to take another person’s perspective in a matter of concern. The lack of assessment skills also brings the difference where an individual will not be able to determine which cultures to understand and which to stay away.

Lack of organizational and society supports pushes a person to misunderstand the different cultures and people in the business. The organization that fully supports cultural diversity is essential for all the stakeholders to develop high cultural intelligence through their barriers and promote equality and consistency in and out of the workplace. Lastly, perceived lack of time, people may be too busy to take time to socialize or learn about the people they interact. This makes it even harder to comprehend the different cultures and approaches to different situations in the society introducing a fixed perspective which may be biased towards a particular group.

**Personality Type and Social Surroundings to Improve Cultural Intelligence**

A sanguine personality type helps in the improvement of cultural intelligence. It helps in being social; the people in the sanguine temperament are known to be extremely social hence the ability to interact with different individuals in the society; this helps in gaining new perspectives about different cultures (Earley & Mosakowski, 2004). Optimism is also a huge enabler in improving, viewing life in different perspectives and establishing the brighter side ensures the ability to interact despite prior perceptions of the different cultures involved. They are also excellent communicators; the ability ensures better interaction between the different people in the society, helping to establish the strengths and weaknesses.

The sanguine is also very talkative; sharing of information is key to determining the different cultural requirements and how to accommodate them. The personality type helps in expressing oneself to the community for better comprehension and acceptance by the diverse cultures and traits available in the society. Being expressive further enhances the capability to speak to people. The ability to display all emotions to the different people is essential for them to understand what we are going through and will enable them to open up, enhancing the cultural intelligence. Honesty establishes trust and understanding. Lastly, high self-esteem will be used to approach the different cultures in society and the workplace for a better understanding.

**Benefits of Improving Cultural Intelligence**

The development of cultural intelligence among the employees in the workplace can be a challenge due to the diversity of the cultures. However, it can be described as a worthy investment to boost the organization's reputation where talented individuals are eager to work therefore achieving better performance compared to its peers (Triandis, 2006). It also helps in understanding coworkers and establishing the different boundaries to keep the workplace non-toxic, which can improve performance from the individual employees. The interaction of diverse employees is created, breaking the cultural norms and treating everyone individually rather than having a fixated perspective.

With increased globalization and the emerging markets, organizations will be forced to move from local markets where there may be a singularity in cultures to more international markets that enjoy the mixture of different cultures; this requires cultural intelligence. Cultural intelligence gives an employee a better possibility for career development due to their ability to understand fellow employees’ perspectives and cultures (Ang & Van Dyne, 2015). Some of the methods used by organizations to foster cultural intelligence include the support for diversity associations and diverse advertisement programs that support different cultures.

**References**

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