Personal Cultural Intelligence Plan: Part III (Strategy)

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**Introduction**

Currently, globalization has made the business environment multifaceted and dynamic. Thus, cultural intelligence, which is the capacity to operate effectively in various cultural contexts, has become increasingly significant. It enables individuals to work and interact seamlessly with people from distinct cultural backgrounds. Usually, a person with high cultural intelligence can be taken to places with a culture they have never interacted with, and he or she can observe, empathize, and establish connections with people even though he or she does not speak a word from the other language. Equally, workers that have a high cultural intelligence play an essential role in sensitizing others about cultural differences, sharing knowledge about different cultures, and build interpersonal relationships in a multicultural workforce. Besides, a culturally intelligent labor force has the potential of advancing innovation and creativity in the workplace. Therefore, creating a personal cultural intelligence plan is essential in helping an individual to integrate into the working environment without facing many challenges.

**Short-Term Personal Cultural Intelligence Strategies**

Working as a services cook in the military and now as an instructor has exposed me to a diverse business environment with extensive cultural differences. Although it is always challenging to connect with people from distinct cultures from mine, I look forward to exploring the following short-term personal cultural intelligence strategies; first, I will develop self-awareness in relation to people from different cultures. I will spend the first two weeks in outlining ways in which my cultural experiences and background have affected my view. The approach will be beneficial in helping me uncover my biases concerning others (Livermore & Soon, 2015). Equally, I will examine how their culture has shaped other individual's behaviors. The method will assist me in capturing the similarities and differences in both cases. However, throughout the process, I will be mindful that even people from the same culture think differently; based on other factors, such as economic situation and generation. Noting down all issues that have been identified during the phase will be vital in helping me develop long-term strategies.

Second, I will develop an interest in learning the dynamics of other cultures. Here, I will work on observing the behaviors of my workmates. Besides, I will be asking other employees regarding their cultures in appropriate ways. Usually, lack of curiosity and willingness to explore situations based on other individuals' perspectives through wearing their cultural lenses, then it will be challenging to blend with different employees (Earley, Ang, & Tan, 2006). The strategy will be significant in helping me gain the required cultural knowledge, for example, how and when people from different cultures deal with disagreements and how they reply to subordinates. In most cases, cultural knowledge can be attained through various avenues such as reading newspapers, watching movies, or talking to friends from different cultures. It is always important to be mindful during the learning process to enhance the experience by identifying things that are unique about the other culture, exploring the reasons why it is distinct and predicting when and how the information that has been acquired can be utilized during the pursuit of long-term strategies and in the actual working environment.

**Long-Term Personal Cultural Intelligence Strategies**

Some of the long-term personal cultural intelligence strategies that I will use include the following; first, I will experience the dynamics of a different culture. Usually, learning about another culture requires a person to operate where it is extensively practiced. The approach is vital when a person moves from one place to another, where the culture he or she is interested in is dominant. During the summer, I will organize to travel to China to get a direct touch with the Chinese people. I look forward to experiencing how it feels to be a minority in a unique setup. However, since I will not have time to travel throughout the world during that period. I will create a schedule that will enhance my opportunities of experiencing cross-cultural interactions by visiting social societies and religious groups that are dominated by Indians and Latinos (Van Dyne, Ang, & Livermore, 2010). Even though I am still uncertain about possible cultural barriers, I believe crossing them will be critical. By separating myself from my cultural background and experiences, I will be able to shed off my biases and adopt a diverse perspective about the world and all people therein.

Second, another long-term strategy that I will explore is learning new languages. Usually, language is perceived beyond a means of communication because it also creates the reality in which people live. The capability to interact and share information using different languages increases cultural tolerance and intelligence. Languages provide an internal picture of how a specific culture is structured, which is an element that cannot be achieved through translation. Usually, translators put things in a language that a person understands; thereby, enabling the listener to adopt and view items based on his or her cultural background. Therefore, it is always impossible to have a clear picture of the other culture through translations. According to Earley, Ang, and Tan, (2006), an individual can enhance his or her cultural intelligence without necessary learning a foreign language, but through gaining basic conversational skills. A way that can assist me in this is by enrolling in a local college to study Spanish during my free time. This will enable me to interact easily with workmates from Latin American countries.

**Conclusion**

The complex nature of the current business environment requires individuals to enhance their cultural intelligence. Thus, in this write-up, I have explored both short- and long-term strategies that I will use to optimize my cultural intelligence. The plan is comprehensive, and it will require at least one-year, realizing positive outcomes. However, within the first two weeks, I look forward to developing self-awareness in relation to people from different cultures and interests in learning the dynamics of other cultures. The two approaches will be vital in helping me explore my long-term techniques. Besides, I will experience the dynamics of a different culture and learn a new language, especially Spanish, as my long-term strategies.

**References**

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