

TRAINING THAT MAKES A DIFFERENCE



MEASURABLE RESULTS

BACKED BY RESEARCH

We all sometimes struggle in our interactions with others because everyone has different ways of thinking and working. Many of these individual differences are related to the values and preferences we learned as we grew up. Sometimes they are related to national culture, but they can also be influenced by ethnicity, religion, age, profession, and a host of other factors. When people with different behavioral preferences work together, the resulting (often unintentional) misunderstandings and miscommunication can be frustrating and cause conflicts and disagreements.

We train individuals, teams, and leaders to recognize and build on differences in work styles or decision-making and improve their well-being and productivity by applying Cultural Intelligence (CQ®). CQ is the ability to work effectively with people who have different cultural backgrounds. There are four key CQ capabilities, and research around the world has proven that CQ is a foundational skill that predicts:

- Task and job performance
- Judgment, decision making, and negotiation effectiveness
- Leader effectiveness and team creativity
- Trust, psychological safety, and idea sharing
- Adjustment and employee well-being

You don't need to take our word for it - scientists and research teams across the globe have studied Cultural Intelligence and published more than **1,000 articles** on CQ in over **600 scholarly journals**. CQ is taught in major universities on six continents and the CQ Assessment has been taken by hundreds of thousands of participants in over **150 countries**. The research is clear: CQ can be measured and CQ can be improved through training.

How much better would your life be if your colleagues all had high CQ?



“CQ IS THE KEY TO NAVIGATING OUR BRAVE NEW WORLD.”

—Rakesh Khurana, dean of Harvard College



“CQ MUST BE PART OF A RIGOROUS HIRING PROCESS.”

—Nic Weatherhead, Google London



“CQ IS SO IMPORTANT THAT WE MADE IT ONE OF OUR CORE BEHAVIORS AT PWC.”

—Robert Moritz, PwC in The Four Q's of Career Success

HOW WE WORK WITH YOU

1

RESEARCH-BASED SOLUTIONS

Rather than simply teaching cultural awareness or building programs based on pop psychology or outdated stereotypes, our training is based on research conducted across the globe over the past two decades. All of our training uses our academically validated assessments to provide measurable results.

2

PARTNERSHIP CENTERED

You are the expert on your organization and your industry. Our training can be customized to your needs and should help you address your challenges and goals, while also incorporating what we have learned from training hundreds of thousands of people over the decades.

3

LIVE AND INTERACTIVE

Our training is delivered by our expert facilitators; we can also certify your internal facilitators and equip them to deliver quality sessions. We support our training with self-paced e-learning options, as well as with lots of written materials, but the core training remains interactive. Research has proven this is the most effective method of learning and is most enjoyable for participants.

4

GLOBAL PRESENCE

We have trainers in most time zones around the world so we can support global organizations within their preferred time frames.

PRODUCTS AND SERVICES

ASSESSMENTS

Assessments form the backbone of our training, so we offer a full suite of Cultural Intelligence assessments (both self and observer rated) as well as Behavioral Preferences and special purpose assessments tailored to military, law enforcement, faith-based (Christian), and youth. All assessments are administered through our online Learning Portal and all assessments include detailed feedback reports.

CERTIFICATION AND TRAIN-THE TRAINER PROGRAMS

CQ Certification equips individuals to administer and debrief CQ and Behavioral Preferences feedback reports. Train-the-trainer (TTT) Certification programs equip them to facilitate our workshops (such as Developing CQ, CQ Your Bias, CQ for Educators, CQ for Healthcare, and CQ for Teams) on their own behalf. All of our Certification and TTT programs are available in person and in virtual formats.

WORKSHOPS

We offer workshops on the practical application of Cultural Intelligence for individuals, teams, and leaders. The workshops feature our world-class team of facilitators delivering engaging, interactive training that consistently gets rave reviews from our participants.

ONLINE COURSES

We also offer a catalog of online learning courses that support our other training programs or can be used as stand-alone training for self-paced learning.

CULTURAL INTELLIGENCE CENTER

WHAT WE DO

We help you develop innovative solutions that improve multicultural performance based on rigorous academic research.

WHY WE DO WHAT WE DO

We know research demonstrates that diverse perspectives lead to better solutions.

WHO WE ARE

We are an innovative, research-based consulting and training organization that draws upon empirical findings to help executives, companies, universities, and government organizations assess and improve Cultural Intelligence (CQ).



CONTACT US

+1.616.855.1737 | info@culturalQ.com | culturalQ.com

With experts around the world, we have teams of professionals ready to help you develop creative solutions and/or deliver training and consulting services wherever you need it.

A FEW OF OUR CLIENTS

