

MODULE

CULTURAL INTELLIGENCE

PILLAR

Active Citizenship

SKILL

Culture

TARGET AGE GROUP

14-18 year olds

LEARNER OUTCOME

By the end of the module, learners will be able to:

- Develop an understanding of cultural intelligence (CQ) and its four main components: CQ Drive, CQ Knowledge, CQ Strategy, and CQ Action.
- Acquire the skills to communicate effectively and build meaningful relationships across diverse cultural backgrounds.
- Enhance personal growth, interpersonal relationships, and professional opportunities through increased cultural intelligence.

LEARNER JOURNEY

What do they know and can do before and after the module?

- **Before:** Learners may have limited exposure to diverse cultures, leading to misunderstandings and stereotyping.
- **During:** Learners gain insights into the importance of cultural intelligence in today's globalized world, learning about its components and benefits.
- **After:** Learners are equipped with the knowledge and strategies to navigate multicultural environments effectively, fostering personal and professional growth.
- **Future:** With improved cultural intelligence, learners are better prepared for global opportunities and can contribute positively to multicultural communities.

LEARNER MOTIVATION

Why are they here? What would stop them from engaging?

- Curiosity about different cultures and a desire to expand personal horizons and perspectives.
- The need to improve interpersonal skills and build diverse relationships in a globalized world.
- Challenges in overcoming stereotypes, prejudices, and language barriers in multicultural settings.

MATERIALS

What you will need for this module

- Pre and Post Module Survey
- Video introduction
- Dig Deeper
- List of Journal Prompts
- Situational MCQ Assessment
- In-class group activities (3)
- In-class individual activity (1)

VIDEO

INTRODUCTION

PARTICULARS

Video Length: ± 7 minutes

Video Style: Hybrid: Live Host + Animation + Infographics

Host Ethnicity: African American



CONTENT SUMMARY

What

Defining the main concept of the module

Cultural Intelligence (CQ) is the ability to function effectively across various cultural contexts including, but not limited to, national, ethnic, and organizational cultures. It's a developmental skill that encompasses understanding, respecting, and appropriately responding to cultural differences, enhancing interactions and relationships across cultures.

Why

Why is this concept worth learning about?

In an increasingly interconnected world, possessing high cultural intelligence is vital for navigating diverse markets, fostering meaningful relationships, and collaborating effectively across cultures. A study mentions that individuals with high cultural intelligence communicate 36% more effectively with people from different cultures, indicating the profound impact CQ has on cross-cultural communication and collaboration.

How

What is the gameplan? How can I apply this to my life?

Find Your Drive:

- Identify a culture you're intrigued by and your motivation for wanting to learn about it, be it intrinsic like personal growth, or extrinsic like planning a trip to a foreign country.
- If you don't feel the drive to learn about other cultures right now:
 - Seek opportunities to learn about other cultures through reading, watching documentaries, or engaging with individuals from diverse cultural backgrounds.
 - Embrace new experiences, step outside your comfort zone to interact with different cultures, and recognize such interactions as opportunities for learning and growth.

Do Your Research:

- Focus on understanding the cultural values impacting behavior, including social cues, belief systems, traditions, and current events.
- Be cognizant of your own cultural baggage, endeavoring to perceive situations from different cultural lenses. If you're going on a trip to England it might be better to learn which side of the road to drive on.

Strategize:

- Based on your research, devise a strategy to navigate cross-cultural interactions, considering different conversational styles, body language, and customs.
- If you're planning on closing a deal with another business operation from Japan, your strategy may be to reference any current events in Japan as a sign of respect.

Take Action:

- Apply your cultural intelligence thoughtfully in real-world scenarios, being **adaptable** in your speech, tone, and non-verbal communication.
- Pay attention to non-verbal cues. Pay attention to subtle things like eye contact, body language, and facial expressions.
- Be open to feedback. When people from other cultures point out how you could improve your cultural sensitivity, don't frame it as an attack, as they are giving you valuable information.
- Be persistent. Engage in continuous learning, practicing observation, listening, and empathy to better understand and interact with individuals from diverse cultures.

As citizens in today's ultra-connected world, having a high degree of cultural intelligence can open up so many opportunities

DIG DEEPER

BROADENING HORIZONS

As you embark on the journey of enhancing your cultural intelligence, it's crucial to delve deeper into the intricacies of this skill. Cultural intelligence is not just about understanding different cultures, but also about how to adapt and thrive in diverse environments.

FRAMEWORKS | CULTURAL INTELLIGENCE

Cultural intelligence can be broken down into four key components:

Cognitive Cultural Intelligence: This involves knowledge of the norms, practices, and conventions of different cultures. It's not just about facts, but understanding the 'why' behind different cultural practices.

Motivational Cultural Intelligence: This drives the interest and confidence to adapt to multicultural situations. It's about cultivating a genuine curiosity and openness towards different cultures.

Behavioral Cultural Intelligence: This is the ability to adapt behavior appropriately in different cultural contexts. It involves flexibility and the skill to adjust your communication and actions.

Metacognitive Cultural Intelligence: This is about being aware of and understanding your own thought processes in cross-cultural interactions. It involves reflective thinking and mindfulness in multicultural settings.

Cognitive

Motivational

Behavioral

Metacognitive

REAL-LIFE SCENARIOS | 2018 WORLD CUP

France's national soccer team, victorious in the 2018 World Cup, showcased a blend of players from diverse ethnic backgrounds, including African, Caribbean, and European heritage. Initially facing challenges in unity, they embraced their cultural diversity, leading to improved communication and understanding.

This fostered a strong team spirit and collaboration, ultimately contributing to their success on the global stage, exemplifying the positive impact of cultural intelligence in sports.



REAL-LIFE SCENARIOS | PETER

Consider the example of Peter, a 17-year-old student who participated in an exchange program in South Korea. Coming from a small town in Canada, Peter initially struggled with the language barrier and social customs. However, by applying the principles of cultural intelligence, he soon began to understand and appreciate the nuances of Korean culture.

This experience not only improved his communication skills but also broadened his worldview, leading to profound personal growth.



CONTINUED...

DIG DEEPER

DATA SPEAKS | SUCCEEDING IN MULTICULTURAL ENVIRONMENTS

A study by the Cultural Intelligence Center found that individuals with higher cultural intelligence are 4.5 times more likely to succeed in multicultural environments. Another research indicated that teams with high cultural intelligence outperform those with lower levels in terms of innovation and problem-solving.

TIPS AND TRICKS | EVERYDAY CULTURAL INTELLIGENCE

Practice Active Listening

In cross-cultural interactions, listen more than you speak. This helps in understanding the context and the unspoken nuances of the conversation.

Be Curious

Ask questions about the other person's culture in a respectful and genuine manner. This shows your interest and willingness to learn.

Reflect on Your Biases

Regularly examine and challenge your own assumptions and stereotypes about other cultures.

Cultural Immersion

If possible, immerse yourself in the culture by participating in cultural events, trying local cuisine, or learning the language.

Seek Diverse Experiences

Engage in activities that expose you to a variety of cultures. This could be through volunteering, joining multicultural clubs, or traveling.

IN CONCLUSION

Cultural intelligence is an ongoing journey that requires commitment, curiosity, and an open mind. By expanding your knowledge and understanding of different cultures, you not only enrich your personal growth but also contribute positively to the global community. So, start exploring, learning, and growing your cultural intelligence today.

REFLECTION

JOURNAL PROMPTS

OBJECTIVE

Reflect on personal experiences, thoughts, and perspectives related to cultural intelligence to deepen understanding and self-awareness.



CROSS-CULTURAL ENCOUNTER

Think about a time when you interacted with someone from a different culture. Describe the experience and how it made you feel. Did you encounter any challenges or misunderstandings? What did you learn from that experience?

Hint: Remember a holiday, a school exchange program, or even a casual meeting with someone from a different background. How did this interaction broaden your perspective?



OUT OF MY COMFORT ZONE

Describe a situation where you felt out of place because you were unfamiliar with the culture. How did you handle the situation and what would you do differently now, knowing what you've learned about Cultural Intelligence?

Hint: Think about a time you were in a new city, attending a cultural event, or experiencing a different family's traditions. How could cultural intelligence have enhanced that experience?



THE GLOBAL ADVENTURER

Imagine you are moving to a foreign country. What are some potential challenges you might face in terms of cultural differences? How would you prepare yourself to navigate those challenges?

Hint: Visualize the aspects of daily life that might change – language, food, social interactions. How can your understanding of cultural intelligence help you adapt?



TRADITIONAL REFLECTIONS

Reflect on a cultural norm or custom from your own culture that you find interesting or significant. Explain its importance and how it shapes behaviors and interactions within your community.

Hint: Consider festivals, rituals, or even daily practices unique to your culture. Why are they important, and how do they contribute to your cultural identity?



THE FUTURE DIPLOMAT

How do you see yourself using cultural intelligence skills in your future career or life ambitions? What steps can you take now to prepare for a globally interconnected world?

Hint: Whether you dream of traveling, working in a multinational company, or simply being an informed global citizen, envision how cultural intelligence will be an asset.

GROUP ACTIVITIES

NAVIGATING CULTURAL INTELLIGENCE

14-18 YEARS OLD

PILLAR

Active Citizenship

SKILL

Culture

MODULE

Cultural Intelligence

BEFORE YOU START

Students should have watched the video and read the Dig Deeper section of this module before starting the group or individual activities. If this is not the case, make sure to play it in class before you start.



PREP

TIME

70
Minutes

GROUP SIZE

2-3
Students

MATERIALS CHECK

- Computers and internet access for research.
- Digital design tools for guidebook creation.
- Art supplies for physical guidebook creation (paper, markers, etc.).

PRINT OUT HANDOUTS

Print out the "Traditional Stories" handout.

BEFORE THE LESSON

Familiarize yourself with the topic of cultural intelligence and the specific aspects (CQ Drive, CQ Knowledge, CQ Strategy, CQ Action) to effectively guide discussions and answer questions.

LEARNING OBJECTIVES

By the end of the module, learners will be able to:

- Develop an understanding of cultural intelligence and its components.
- Enhance research, collaboration, and presentation skills.
- Foster empathy and respect for diverse cultures.

THE LESSON WHY

- This lesson is crucial for preparing students to thrive in an increasingly globalized world. It emphasizes the importance of understanding and respecting cultural differences, which is key to successful interpersonal relationships and professional collaborations.

CONTINUED...

GROUP ACTIVITIES

NAVIGATING CULTURAL INTELLIGENCE

STEP 1 | INTRODUCTION

10 MINUTES

- TALKING POINTS**
- Introduce the concept of cultural intelligence using the astronaut and alien race metaphor.
 - Explain how cultural intelligence is crucial in today's interconnected world.
 - Briefly outline the steps to develop cultural intelligence: Drive, Research, Strategize, and Action.

EDUCATOR TIP!

Begin with a short ice-breaking activity related to culture, such as asking students to share a unique cultural practice from their own background. This sets a comfortable tone for the lesson.

STEP 2 | CULTURAL INTELLIGENCE GUIDEBOOK

30 MINUTES

- DIRECTIONS**
- Students create a section of the guidebook, focusing on their assigned aspect of cultural intelligence.
 - Divide the class into small groups, assigning each a specific aspect of cultural intelligence:
 - CQ Drive, CQ Knowledge, CQ Strategy, CQ Action.
 - Encourage the use of diagrams, charts, and other visual aids to make the guidebook more engaging and informative.
 - Each group researches and gathers information about their assigned aspect, focusing on key principles, strategies, and real-world examples.
 - Groups should then collaborate to compile their findings into a visually engaging guidebook, using either digital tools or physical materials.

EDUCATOR TIP!

Encourage groups to use creative formats like infographics, short videos, or interactive quizzes in their guidebooks to make them engaging and informative.

STEP 3 | CULTURAL STORYTELLING CIRCLE

20 MINUTES

- DIRECTIONS**
- Each group selects a traditional story or legend from a specific culture.
 - Groups prepare to share the story, focusing on the moral, cultural values, and historical context.
 - After each presentation, facilitate a discussion on how the story reflects the culture's values and norms.

EDUCATOR TIP!

Prompt students to compare and contrast the cultural values demonstrated in the stories with their own. This encourages critical thinking about cultural similarities and differences.

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GROUP ACTIVITIES

NAVIGATING CULTURAL INTELLIGENCE

STEP 1 | DISCUSSION & WRAP-UP

10 MINUTES**TALKING POINTS**

- Summarize the importance of cultural intelligence in fostering effective cross-cultural communication and understanding.
- Emphasize the benefits of cultural intelligence in personal development and career opportunities.

DISCUSSION QUESTIONS

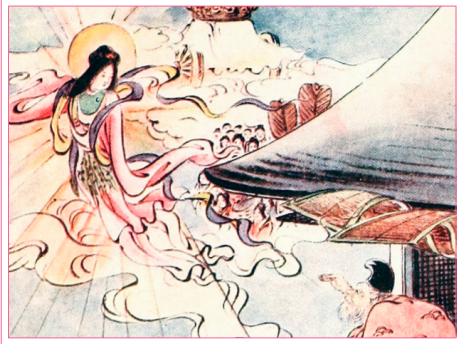
- How can understanding different cultures change the way we interact with people from those cultures?
- Can you recall a time when cultural intelligence would have been beneficial in your own experience?
- How can cultural intelligence contribute to personal and professional growth?

EDUCATOR TIP!

Encourage students to share personal experiences and reflections, fostering a deeper connection to the material and its real-world applications.

HANDOUTS

TRADITIONAL STORIES



THE TALE OF THE BAMBOO CUTTER (JAPAN)

This is a 10th-century Japanese folktale about a mysterious girl named Kaguya-hime, who was discovered as a baby inside the stalk of a glowing bamboo plant. The story explores themes of beauty, wealth, and the elusiveness of life, reflecting Japanese values and aesthetics.



ANANSI AND THE POT OF WISDOM (WEST AFRICA)

Anansi, the trickster spider, is a central figure in West African and Caribbean folklore. This story involves Anansi trying to hoard all the world's wisdom in a pot, only to realize that wisdom is best when shared. It teaches lessons about humility and the value of communal knowledge.



THE LEGEND OF EL DORADO (SOUTH AMERICA)

Originating from the Muisca people of Colombia, this legend tells of a city of immense wealth and the kings who would cover themselves in gold dust. It's a story that has captured imaginations globally and reflects on themes of wealth, exploration, and the impact of colonization.



THE DREAMTIME STORIES (AUSTRALIA - ABORIGINAL)

These are a collection of stories from Australian Aboriginal culture that explain the origins and culture of the land and its people. One example is the tale of the Rainbow Serpent, which is considered a creator god and a symbol of fertility in many Aboriginal cultures.



THE SEAL HUNTER AND THE MERMAID (SCANDINAVIA)

A popular Scandinavian folktale about a seal hunter who, upon sparing the life of a mermaid, receives the promise of prosperity. The story often explores themes of respect for nature, kindness, and the mystical connection between humans and the sea.