Cultural Intelligence

[Name of the Writer]

[Name of the Institution]

Cultural Intelligence

**Introduction**

Cultural intelligence is relatively a new concept in the circles of business, government, education, and academic research. It refers to the capacity and capability of working and giving out the best while performing across different cultures. It is the measure of competence and efficiency that how well an individual or a team can perform when working in a setup or culture different than their original set values of a culture. It is also known as Cultural Quotient (CQ). Cultural intelligence is gaining a lot of significance as the world is becoming a global village and the people are moving across the borders to study, earn and live their lives.

**Discussion**

Cultural intelligence or cultural quotient is becoming more and more important with every passing day as the concept of diversity is also becoming prevalent among the organizations of the world (Li, Rau, Li, & Maedche, 2017). The companies present in the global market are embracing the concept of diversity at a significant level and welcoming a large number of multi-cultural employees to come and work with them.

**Importance of Cultural Intelligence at Workplace**

Cultural intelligence holds great importance at a modern workplace as they are becoming culturally diverse and more distinct in their nature. It helps an employee in achieving personal goals as well as collective goals in the form of a team. It helps a person to collaborate and produce cultivate relationships among each other (Gregory, Prifling, & Beck, 2009). It creates a positive environment that creates in achieving the organizational goals in a much efficient and effective manner. It also allows to determine and bring out the best qualities in the people working for the organization.

**Example of Cultural Difference**

In today’s diverse markets, cultural differences can be observed everywhere, especially in big cities and huge markets, where people from different cultures and backgrounds are working together for achieving the goals of a specific organization, collectively. I once encountered such a situation while working for a project for my course. I came across an Indian colleague, who had entirely different values than mine. I learned a lot about Indian religion, culture, and values and found out about various festivals in their culture. I gifted him various things at his festivals and he invited me over to his place to have a celebration. It strengthened our bond significantly and help us understand each other better, which also brought an improvement in our relationship at work.

**Power Dynamic among the Leadership at My Work Place**

I have seen a balanced and positive power dynamics at my workplace. The individuals working in the leadership roles or at management positions concentrate on maintaining a very fair and equitable approach towards all the employees. They treat all the employees equally and no person is given any extra favor in any regards. This strengthens the belief of employees, working in the organization over the fairness and equality of system for everyone.

**Reflection on Past Experiences**

I have worked among people from different cultural backgrounds in the past. I have observed and learned various things and values form their culture. It was an amazing experience as I was able to communicate the constructive values of my culture to them and learn the glittering values from the other cultures.

**Conclusion**

Hence, it can be clearly seen that the understanding and usage of cultural intelligence is necessary to maintain a balance at a modern workplace. If used positively, it can bring many fruitful results for the organization as well as the person themselves. It can significantly help to understand the cultures prevailing in the world and use their positive traits to bring shinning results for the organization.

**References**

Gregory, R., Prifling, M., & Beck, R. (2009). The role of cultural intelligence for the emergence of negotiated culture in IT offshore outsourcing projects. *Information Technology & People*, *22*(3), 223-241. Retrieved from: <https://search.proquest.com/pqrl/docview/222338705/44D0D8D68C7B4A4BPQ/6?accountid=41759>

Li, Y., Rau, P. L. P., Li, H., & Maedche, A. (2017). Effects of a dyad's cultural intelligence on global virtual collaboration. *IEEE Transactions on Professional Communication*, *60*(1), 56-75. Retrieved from: <https://search.proquest.com/pqrl/docview/2057334353/44D0D8D68C7B4A4BPQ/2?accountid=41759>