



Culturally Intelligent Recruiter[©]

Adapted from Baker and Delpechitre 2016

I. Culturally Strategic Recruiter

- I am conscious of the cultural knowledge I apply when interacting with job candidates from different cultural backgrounds.
- I adjust my cultural knowledge as I interact with job candidates from a culture that is unfamiliar to me.
- I often think of my own cultural perspective when interacting with job candidates from different cultural backgrounds.
- I check the accuracy of my cultural knowledge as I interact with job candidates from different cultures.
- I am very conscious of differences in contextual understanding when I interact with job candidates from different cultures.

II. Culturally Knowledgeable Recruiter

- I am familiar with the differences in legal and economic systems of other cultures from my own.
- I am familiar with the different religious beliefs of other cultures from my own.
- I am familiar with differences in the marriage systems of other cultures from my own.
- I am familiar with the differences in cultural values of other cultures from my own.
- I know the rules for expressing non-verbal behaviors in other cultures different from my own.

III. Culturally Motivated Recruiter

- I feel socially comfortable and enjoy interacting with job candidates from other cultures.
- I am confident I can develop a professional relationship with job candidates who may not share my own cultural values.
- I am confident in my abilities to privately reserve judgment of job candidates cultural values that are unfamiliar to me.
- I enjoy the challenges of learning about job candidates cultures that are unfamiliar to me.
- I am confident I can adapt my work habits and visible behavior to business conditions in another culture.

IV. Culturally Adaptive Recruiter

- I consciously work to identify changes in the verbal and non-verbal behavior of job candidates when an interaction requires it.
- I use pause, silence, and conversational eye contact differently to suit different job candidates.
- I consciously change the rate of my speaking when a situation requires it.
- I actively adapt my nonverbal behavior when a situation requires it.
- I consciously control my facial expressions when I interact with others.