

Instructions: Please answer each of the following questions AS YOU REALLY ARE using a range from 1 to 7 where 1=Strongly Disagree and 7=Strongly Agree
 Mark your answer in the unshaded box on the right corresponding to each question.

Part 1: The Culturally Intelligent Recruiter (CIR) Assessment		I	II	III	IV
1	I am conscious of the cultural knowledge I apply when interacting with job candidates from different cultural backgrounds.				
2	I am familiar with the differences in legal and economic systems of other cultures from my own.				
3	I feel socially comfortable and enjoy interacting with job candidates from other cultures.				
4	I adjust my cultural knowledge as I interact with job candidates from a culture that is unfamiliar to me.				
5	I am confident I can develop a professional relationship with job candidates who may not share my own cultural values.				
6	I am familiar with the different religious beliefs of other cultures from my own.				
7	I often think of my own cultural perspective when interacting with job candidates from different cultural backgrounds.				
8	I consciously work to identify changes in the verbal and non-verbal behavior of job candidates when an interaction requires it.				
9	I am confident in my abilities to privately reserve judgment of job candidates cultural values that are unfamiliar to me.				
10	I am the familiar with differences in the marriage systems of other cultures from my own.				
11	I use pause, silence, and conversational eye contact differently to suit different job candidates.				
12	I enjoy the challenges of learning about job candidates cultures that are unfamiliar to me.				
13	I am familiar with the differences in cultural values of other cultures from my own.				
14	I consciously change the rate of my speaking when a situation requires it.				
15	I check the accuracy of my cultural knowledge as I interact with job candidates from different cultures.				
16	I actively adapt my nonverbal behavior when a situation requires it.				
17	I know the rules for expressing non-verbal behaviors in other cultures different from my own.				
18	I consciously control my facial expressions when I interact with others.				
19	I am confident I can adapt my work habits and visible behavior to business conditions in another culture.				
20	I am very conscious of differences in contextual understanding when I interact with job candidates from different cultures.				
Column Totals					

Part 2: Add the column totals (I-IV) from part 1	
I	Culturally Strategic Recruiter
II	Culturally Knowledgeable Recruiter
III	Culturally Motivated Recruiter
IV	Culturally Adaptive Recruiter
Total	

Part 3: Evaluate your Total Score in relation to the Culturally Intelligent Recruiter scale below	
Level	
High	120 and above: Above Average to High Cultural Intelligence. Actively look for opportunities to continue improving
Medium	91-119: Actively developing Cultural Intelligence. Keep Working at it!
Low	90 and below: Cultural Intelligence Needs Improvement

Your Recruiter Cultural Intelligence Level:



LISTEN



CONNECT



ACCESS