

Cultural Intelligence (CQ®) for K-12 Educators

Workshop

This workshop provides K-12 educators (teachers, counselors, administrators, etc.) with practical tools for building equitable and inclusive learning environments for Kindergarten through High School (in US terminology). We can deliver the workshop virtually or in person, and it can be delivered as one 4-hour workshop, two 2-hour sessions, or three 70-minute sessions.

TARGET AUDIENCE

This workshop is often included in orientation programs for educators teaching K-12 students. The 4-hour public version is available to individuals who want to enhance their cultural intelligence and apply it in educational contexts.

WORKSHOP DESCRIPTION

Cultural Intelligence (CQ) for K-12 Educators goes beyond providing general advice and instead focuses on actionable strategies for applying CQ® - a set of skills that can be learned and enhanced through training and practice in educational contexts, (including grade school, middle school, and high school).

This interactive workshop builds on the CQ model and provides proven strategies based on published, peer-reviewed research and practical application of CQ that educators can use to optimize learning and collaboration among students. Participants build skills for teaching diverse classes of students where people have different preferences and learning needs. This leads to high-quality professional relationships and educational outcomes.

Participants learn about the CQ framework and how to apply CQ as a strategy for managing bias. They develop an awareness of their own cultural values (behavioral preferences) and learn how culture influences their teaching as well as their interactions with students and other educators. The workshop emphasizes ways to teach and mentor students who have diverse cultural backgrounds,

The workshop starts with a brief scenario that participants then discuss in breakout rooms. We come back to the scenario at the end of the session and use it to summarize some of the key points covered in the workshop.

Next the group talks about why CQ matters in the classroom and in school activities. This could include the challenges of managing across differences (multinational, generational, ethnic, or organizational, etc.) as well as the challenges of creating psychological safety while simultaneously encouraging people to speak up with novel ideas that may differ from the majority perspective.

The facilitator describes the benefits of CQ in educational contexts: student learning, equitable classrooms, trust, high quality decisions, creativity, and effectiveness.

In the next section of the workshop, educators discuss ten behavioral preferences and ways that these preferences influence learning and learning outcomes. In breakout rooms, participants create a map of the behavioral preferences of those in their group. This visual summary highlights similarities and differences in how people prefer to approach school and work. These differences can lead to conflict and misunderstandings if people do not understand that these sorts of differences are natural.

The session then shifts to focus on how to apply Cultural Intelligence to work across differences. The facilitator

explains how to understand and interpret their CQ Pro Feedback reports (CQ Drive, CQ Knowledge, CQ Strategy, and CQ Action) and helps participants start to set high quality goals for how they can apply their CQ strengths and enhance their weaker CQ capabilities. Overall, the emphasis is on real-world practices and strategies that enhance classroom management and course effectiveness. Participants should leave with a CQ Action plan that will guide them in applying what they learn in the workshop. They also leave with the Culturally Intelligent Educator Participant Guide that defines and provides vivid examples of the four CQ capabilities as well as the ten behavioral preferences.

OBJECTIVES

- Able to describe the CQ framework and apply CQ as a strategy for managing bias.
- Develop self-awareness of cultural values (behavioral preferences) and how culture influences your teaching.
- Effectively teach and mentor students who have diverse cultural backgrounds.

LEARNING OUTCOMES

- Describe ways to apply the CQ framework as an effective educator.
- Describe ways that behavioral preferences influence people's approach to life and work.
- Describe how to apply CQ to gain the synergies of differences in preferences.
- High quality goals for applying and enhancing CQ

PARTICIPANT MATERIALS (PRE-WORK, REQUIRED)

PRE-REQUISITE: APPLYING CQ: USING CQ IN EVERYDAY LIFE

A one hour e-learning course that involves practical application of the CQ model (CQ Drive, CQ Knowledge, CQ Strategy, and CQ Action) and four key behavioral preferences (Individualism and Collectivism, Power Distance, Uncertainty Avoidance, and Context [Direct and Indirect]). The e-learning course provides compelling reasons why CQ is valuable in everyday life, rich examples of four behavioral preferences, and information on how team leaders can apply the CQ model at work and in life. The course also allows participants to practice applying CQ in real-world scenarios and complete action plans for improving and applying their CQ.

CQ PRO ASSESSMENT AND PERSONAL FEEDBACK REPORT

After completing the *CQ Pro Assessment*, participants receive a personal feedback report that provides them with their percentile score on overall CQ, defined as the capability to work and relate effectively across diverse cultural contexts. Feedback reports also include scores for the four CQ capabilities (Drive, Knowledge, Strategy, and Action) and their subdimensions. The development plan portion of the feedback report identifies their top two CQ capabilities as well as their weaker CQ capabilities and guides them in creating specific goals for using their CQ strengths and enhancing their weaker CQ capabilities. The behavioral preferences portion of the assessment measures ten individual behavioral preferences that influence people's approaches to life and work.

Participants take the assessment through our online portal and receive a personalized feedback report that concludes with reflection questions to guide the creation of an action plan for improving CQ and applying behavioral preferences.

PARTICIPANT MATERIALS (IN-SESSION)

THE CULTURALLY INTELLIGENT EDUCATOR PARTICIPANT GUIDE

Guidebook packed with practical strategies and tips to help educators understand the behavioral preferences of themselves and others, develop strategies for improving the four CQ capabilities, applying CQ so they can flex their behavior to fit specific situations.

DISCUSSION QUESTION TEMPLATES

Templates for breakout room activities that include diagnosing what is happening in scenarios, mapping behavioral preferences and discussing ways to benefit from similarities and differences in preferences. These templates become reference material for further reflection after the workshop.

PARTICIPANT MATERIALS

DIGITAL BADGE & CERTIFICATE OF COMPLETION

SUMMARY

In sum, the *Culturally Intelligent Educator* Workshop provides educators with immediately applicable, practical techniques for applying the four CQ capabilities in ways that enhance their effectiveness as educators while they also enhance student learning.

SAMPLE AGENDA

TOPIC	FOCUS
Session 1: Introduction and CQ Diagnosis	<ul style="list-style-type: none">▪ Become familiar with the facilitator, co-participants, and workshop agenda▪ CQ Diagnosis Icebreaker

Session 2: Why CQ Matters in the Classroom	<ul style="list-style-type: none"> ■ Describe different definitions of culture ■ Describe reasons why CQ matters in the classroom ■ Describe the benefits of CQ in educational settings ■ Describe the CQ Learning and Development pathway
Session 3: Diversity in Behavioral Preferences	<ul style="list-style-type: none"> ■ Describe ten behavioral preferences ■ Explain why differences in preferences can cause conflict ■ Explain how to apply CQ in the classroom to gain the benefits of diversity in behavioral preferences ■ Map the behavioral preferences of those in your group
Session 4: Applying Cultural Intelligence to gain the Benefits of Diverse Preferences	<ul style="list-style-type: none"> ■ Explain the cultural intelligence model ■ Explain the differences in myths versus research facts ■ Explain the four CQ capabilities ■ Describe how to improve each of the four CQ capabilities
Session 5: CQ Action Plan	<ul style="list-style-type: none"> ■ Create high quality goals to use CQ strengths and enhance weaker CQ capabilities ■ Q&A and workshop wrap-up