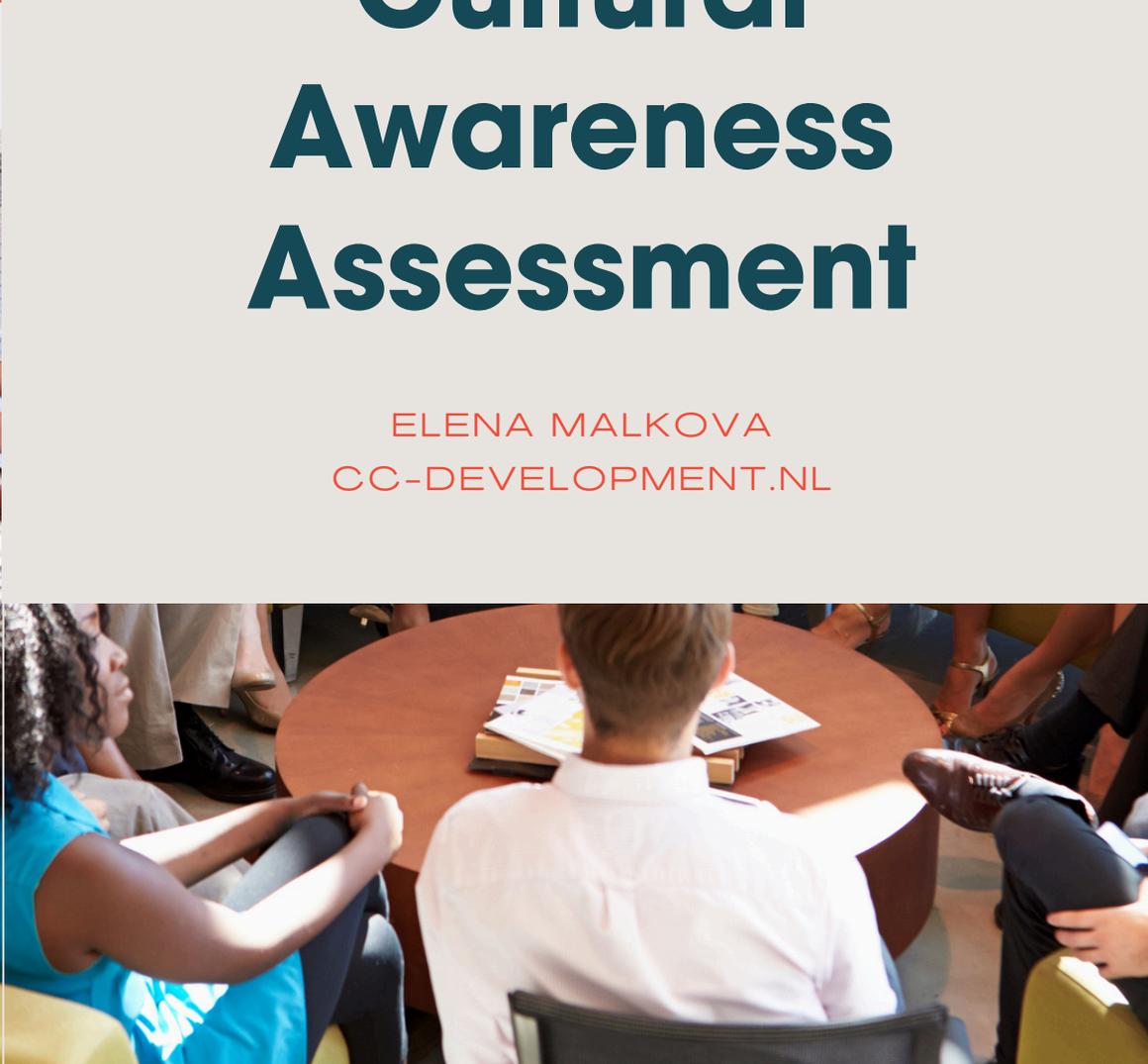


FREE RESOURCE

Cultural Awareness Assessment

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Cultural Awareness Assessment



Introduction

The primary purpose of this assessment is to provide a sense of how culturally aware, inclusive, and diverse your team or organization is in general and to point out the particular bottlenecks that impact the overall effectiveness of communication and collaboration.

Instructions

- Please assign a rating from 1 to 5, which represents the most accurate response for your team/organization to each statement.
- Evaluate the statements honestly and be as objective as possible. Be thoughtful, but don't agonize over each statement. Your initial gut feeling is usually the best.
- The assessment should take no more than 20 minutes. Use the scoring page to calculate your ratings per dimension.
- Transfer the ratings from the assessment to the appropriate blank on the Scoring Page, add the columns, and fill in the totals.
- To determine the average score for each dimension, divide the total score by the number indicated below the total for each column.
- To determine the average team/organization score for each dimension, add the individual average scores and divide by the number of participants.
- Use the scoring interpretation grid to analyse the results.
- Return the Scoring Page to elena@cc-development.nl for personalized advice for your team/organization.

The Rating Scale

1 = Never 2 = Rarely 3 = Sometimes 4 = Usually 5 = Always

1. Everyone feels a part of the team. ...
2. Everyone communicates in the same effective way: direct and explicit. ...
3. There is agreement on how conflicts are effectively resolved in the team. ...
4. Everyone is comfortable with the way the team communicates. ...
5. There is little to no miscommunication or misunderstanding. ...
6. Everyone actively learns about different cultures in the team by asking questions and starting conversations on the topic. ...
7. There is clear communication both top-down and bottom-up. ...
8. Everyone feels that collaboration is effective and smooth. ...
9. Everyone makes arguments in a polite and non-personal way. ...
10. Everyone expresses their opinions openly and honestly. ...
11. Everyone feels that their leader is effective and motivational. ...
12. Negative feedback is given in a way that motivates the receiver to grow. ...
13. Everyone is open for and curious about other worldviews. ...
14. Everyone respects each other's differences, even in conflict situations. ...
15. Everyone understands how cultural differences affect conflicts and adjusts communication and behaviour to avoid escalation. ...
16. Everyone feels included in decision-making and is proud to contribute. ...
17. Cultural differences are a frequent topic in the team. ...
18. Everyone is comfortable with giving and receiving feedback. ...
19. Everyone feels that their leader treats everyone equally. ...
20. Everyone is open to other ways of thinking and working. ...

21. Everyone trusts each other to do their work in the best possible way. ...
22. Everyone knows how culture impacts collaboration and adjusts their behaviour and communication style when needed. ...
23. There are clear agreements on how everyone communicates. ...
24. Everyone is aware of the set goals and targets and committed to achieving them. ...
25. Everyone is comfortable with the way disagreements are handled. ...
26. Everyone ensures that all voices are heard and actively involves others in productive discussions. ...
27. Everyone can count on the leader to productively resolve conflicts. ...
28. Everyone knows they can contribute to important decisions. ...
29. Everyone understands and respects emotional expressiveness and its cultural differences. ...
30. Everyone is clear about how they can contribute to the team's goals and is committed. ...
31. Everyone is committed to understanding each other's points of view and behaviours. ...
32. There is neither stereotyping nor bias in the team. ...
33. Everyone helps each other through mentoring and support. ...
34. Everyone is clear about how they can contribute to the team's goals and is committed. ...
35. Everyone understands that cultural diversity brings creativity and innovation. ...
36. Everyone has a trusting working and personal relationship with colleagues. ...
37. Everyone is clear about why the team has its goals and is committed. ...

The Scoring Page

Instructions:

- Transfer the ratings from the assessment to the appropriate blank on the Scoring Page, add the columns, and fill in the totals.
- To determine the average score for each dimension, divide the total score by the number indicated below the total for each column.
- To determine the average team/organization score for each dimension, add the individual average scores and divide by the number of participants.

OVERALL AWARENESS	COMMUNICATION	LEADERSHIP	COLLABORATION	CONFLICT MANAGEMENT
1	2	11	8	3
6	4	19	16	9
10	5	24	20	14
13	7	27	21	15
17	12	28	26	25
22	18	30	33	29
32	23	34	35	31
		37	36	
Total : 7 =	Total : 7 =	Total : 8 =	Total : 8 =	Total : 7 =
Average				

Scoring Interpretation

	High: average score of 3,75 and above (Strong foundation in this dimension)	Medium: average score of 3,25 to 3,74 (Improvement needed for optimal effectiveness)	Low: average score of 3,24 and below (Immediate action is recommended to address significant challenges)
Overall Awareness	Your team/organization has an inclusive and diverse culture. Continue fostering open conversations and supporting cultural curiosity.	Your team/organization needs more understanding of cultural differences and open discussions on acceptance. Initiate workshops or guided conversations to build awareness.	Lack of awareness on cultural diversity may lead to toxic culture. Start a conversation and seek professional help to improve inclusivity and team cohesion.
Communication	Your team/organization communicates effectively with explicit and agreed-upon norms. Continue to refine and reinforce these practices.	Invest in explicit communication agreements to reduce misunderstandings. Team training on feedback and clarity can enhance effectiveness.	Miscommunication is frequent; this could lead to conflicts and inefficiency. Implement team workshops to create shared communication norms.
Leadership	Leadership effectively navigates diverse team dynamics and motivates employees. Continue to model inclusive and inspiring leadership practices.	Leadership struggles to achieve buy-in from all employees at times. Focus on creating transparent decision-making processes and providing consistent feedback.	Ineffective leadership creates ambiguity and demotivation. Prioritize leadership training to enhance clarity, motivation, and inclusivity.
Collaboration	Your team/organization leverages multicultural diversity for innovation and success. Keep encouraging diverse ideas and inclusive teamwork.	There is potential for creativity and innovation. Introduce inspiring team projects.	Greater emphasis on multicultural collaboration is essential for growth. Introduce activities and frameworks to build trust and enhance team synergy.
Conflict	Your team/organization resolves conflicts respectfully and productively. Keep reinforcing respectful communication and cultural understanding.	Unresolved conflicts hinder productivity and team dynamics. Consider conflict resolution training to address and mediate problems more effectively.	Invest in intercultural conflict resolution skills to prevent stagnation and disengagement. Build a structured approach to conflict management to create a healthier team environment.