

CULTURAL LEADERSHIP SELF-CHECK

10 Questions to Test Your Cross-Cultural Effectiveness

This is not a personality test. It is a mirror. Answer each question honestly — not how you want to be, but how you actually operate today. Score yourself 1–5 on each question, then total your score at the bottom.

1 = Not at all 2 = Rarely 3 = Sometimes 4 = Usually 5 = Consistently

#	QUESTION	SCORE (1–5)
1.	I adapt my communication style when working with team members from different cultural backgrounds, rather than expecting everyone to adjust to mine.	
2.	I can identify at least three specific ways my own cultural assumptions have led to misunderstandings at work.	
3.	When a team member from another culture handles a situation differently than I would, my first response is curiosity rather than correction.	
4.	I actively seek feedback from people in other cultures about how my leadership style is perceived, not just from people who share my background.	
5.	I have adjusted at least one standard operating procedure or management practice to better fit a cross-cultural team environment.	
6.	I can explain the difference between what people say and what they mean in at least two cultures I regularly work with.	
7.	I recognise when I am defaulting to my "home culture" leadership habits under pressure, and I consciously adjust.	
8.	I have had honest conversations with team members about cultural differences in decision-making, hierarchy, and conflict — not avoided them.	
9.	I invest time in understanding the personal and family context of my team members, not just their professional output.	
10.	I can point to a specific business outcome that improved because I changed my approach to fit the cultural context.	
TOTAL SCORE		/50



40–50: You are operating with genuine cross-cultural awareness. The risk at this level is complacency — keep challenging your assumptions. Re-read Chapters 7–9 of LWCAC for advanced application.

25–39: You have awareness but inconsistent application. You know what good looks like but default to your home-culture habits under pressure. Chapters 3–6 of LWCAC address this gap directly.

10–24: You are leading from your own cultural playbook and expecting others to adapt. This is where the most damaging blind spots live — and where the biggest gains are possible. Start with Chapter 1 of LWCAC and be prepared to be uncomfortable.
