

Cultural Intelligence

The **BLUF** highlights what we at **The Threat Lab** are watching, listening to, reading, and thinking about. This month, we feature three artifacts related to Cultural Intelligence, which is the theme of The Threat Lab's second annual Counter-Insider Threat Social & Behavioral Science Summit. Visit sbssummit.com to learn more!



ARTICLE

From P. Christopher Earley and Elaine Mosakowski's article, **Cultural Intelligence**, "*Cultural intelligence, or CQ, is the ability to make sense of unfamiliar contexts and then blend in. It has three components—the cognitive, the physical, and the emotional/motivational... In their surveys of 2,000 managers in 60 countries, the authors found that most managers are not equally strong in all three of these areas of cultural intelligence. The authors have devised tools that show how to identify one's strengths, and they have developed training techniques to help people overcome weaknesses.*"

Read the article

<https://hbr.org/2004/10/cultural-intelligence>



ARTICLE

From H.V. MacArthur's article, **Cultural Intelligence: Evolving Workplaces Beyond Personal Biases**, "The challenge may be that efforts have focused on calling out that we all have bias but not on what exactly to do about it, leaving most to throw up their hands and shrug. After all, if we all have them then what can we really do? We can develop our collective Cultural Intelligence."

Read the article

<https://www.forbes.com/sites/hvmacarthur/2020/07/16/cultural-intelligence-evolving-workplaces-beyond-personal-biases/>



VIDEO

From Chris White's talk, **3 ways to create a work culture that brings out the best in employees**, "Walkouts do happen pretty much every day in the workplace. They're just not normally done with our feet. Instead they're checkouts. They're invisible walkouts that happen with our hearts and with our hands and with our voices... So, if you're an executive and you want to avoid walkouts or checkouts before they become issues at your organization, there are three things that you can do."

Watch the video

https://www.ted.com/talks/chris_white_3_ways_to_create_a_work_culture_that_brings_out_the_best_in_employees/up-next

The Defense Personnel and Security Research Center (PERSEREC) founded **The Threat Lab** in 2018 to realize the DoD Counter-Insider Threat Program Director's vision to incorporate the social and behavioral sciences into the mission space. Our team is headquartered in Seaside, California, and includes psychologists, sociologists, policy analysts, computer scientists, and other subject matter experts committed to workforce protection. To be added to our distribution list, please email dodhra.ThreatLab@mail.mil

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