Cultural intelligence and gender: case study of Ukraine and Moldova

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Education: PhD in International Studies (Oxford), MA degrees in Anthropology (California State) and Theology (Fuller Seminary) and a BA in Anthropology (UCLA).

Experience:

has worked in international development for over 17 years and taught in higher education for over 15 years, from the associate to the doctoral level.

International research projects: Cultural Intelligence Scale adaptation (CQS) in Ukraine (2013-2014) and in Moldova (2015), in Slovenia (2016).
What is Cultural intelligence?

• Cultural intelligence was first introduced in 2003 and is defined as “an individual’s capability to function and manage effectively in culturally diverse settings” (Ang & Van Dyne, 2008, p.3).

• Cultural intelligence (CQ) is a consistent predictor of performance and adjustment in multicultural settings.

http://www.culturalq.com/
The CQS was tested across two cultures, the **US and Singapore**;
There is a worldwide network of certified experts
Research Goals

• The goal of Ukrainian and Moldovan CQS project was to translate the Cultural Intelligence Scale (CQS) into Ukrainian, Russian and Romanian and measure CQS level Ukraine-wide and Moldova-wide.

• There has been no testing to date to determine if the CQS is transferable to countries in Eastern Europe.
Ukraine CQS

• Integration of the CQS into the Ukraine-wide Monitoring (1800 respondents), data collection in all the regions of Ukraine.

Quantitative (summer 2013)
No CQS Gender differences in Ukraine

• A detailed review of five demographic variables (gender, age, education, language, and region of residence within Ukraine) tested against the 20 CQS questions resulted in several findings.

• One clear discovery in cross tabulation of the results revealed that gender differences were not statistically significant. Both men and women answered all the questions in relatively similar ways.
In 2015 CQS was translated into Romanian Results from the national 1200 respondent sample in Moldova indicated that there is no statistically significant different based on gender in Moldova.
Case study of Moldova and Ukraine

Case study of Moldova and Ukraine indicate that in these two countries gender does not impact an individual’s capability to function and manage effectively in culturally diverse settings.

Cultural intelligence level of men and women in these two countries are equal and not impacted by gender.
Publications


• Buko S., Johnson B., Cultural Intelligence Scale (CQS): testing cross-cultural transferability of CQS in Ukraine. Study of Changing Societies: Comparative and Interdisciplinary Focus. 4(10) 2013 http://www.scsjournal.org/

• Interview with Dr. Boyd Johnson about Ukrainian CQS (February 2014) http://www.management.com.ua/interview/int367.html

• Interview with Dr Boyd Jonson about Moldovan CQS (November 2015) http://agora.md/stiri/12563/cercetatori-americani-studiaza-competentele-interculturale-si-nivelul-de-inteligenta-culturala-in-moldova
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