



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)

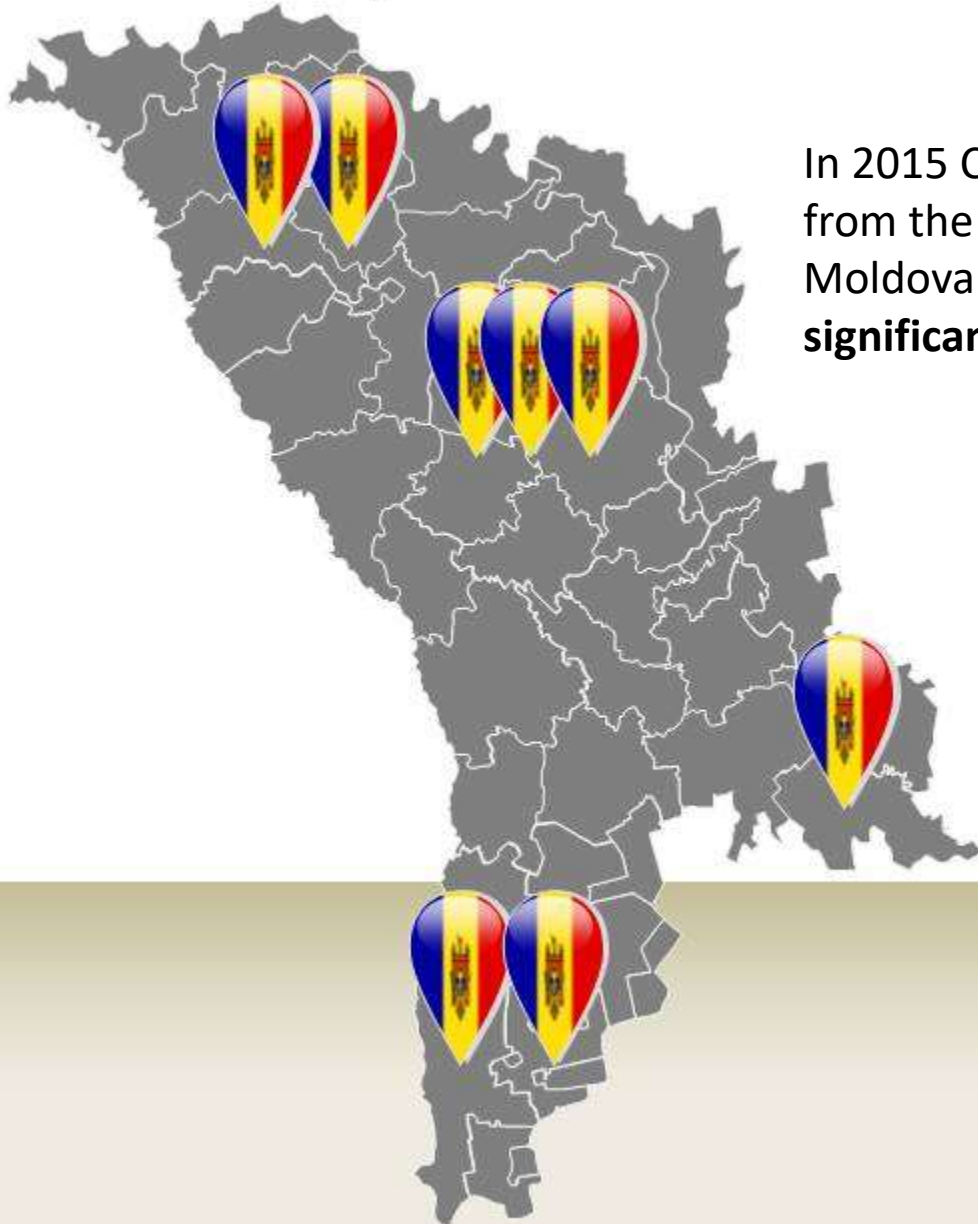
No CQS Gender differences in Ukraine

- 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.**

Moldova Map

No CQS Gender differences in Moldova

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

- Barnes J., Buko S., Johnson B., Kostenko N. (2012, October) *Through the looking glass: Do Western Leadership Assessments work in cross-cultural contexts*. “Leadership Across the Great Divides: Bridging Cultures, Contexts, and Complexities,” Denver, Colorado, USA. <http://www.ila-net.org/Conferences/2012/Program3.asp?ProgramDBID=76>
- 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-americiani-studiaza-competentele-interculturale-si-nivelul-de-inteligena-culturala-in-moldova>



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