



THE CULTURAL HEALTH OF OUR ORGANIZATIONS DEPENDS FULLY ON THE CULTURAL HEALTH OF EACH TEAM MEMBER. THE PARTS MAKE THE WHOLE. WE CANNOT POLICY OUR WAY TO A HEALTHY CULTURE.

*Ricardo González*  
Author, *The 6 Stages of Cultural Mastery*

# CULTURAL HEALTH AND SKILL REPORT

30 data points that detail your team's cultural health and skill.

## HCCA REPORT

This report is based on the private cultural assessments of 50 leaders taken between April 2 and May 2, 2019.





# UNDERSTANDING THIS REPORT

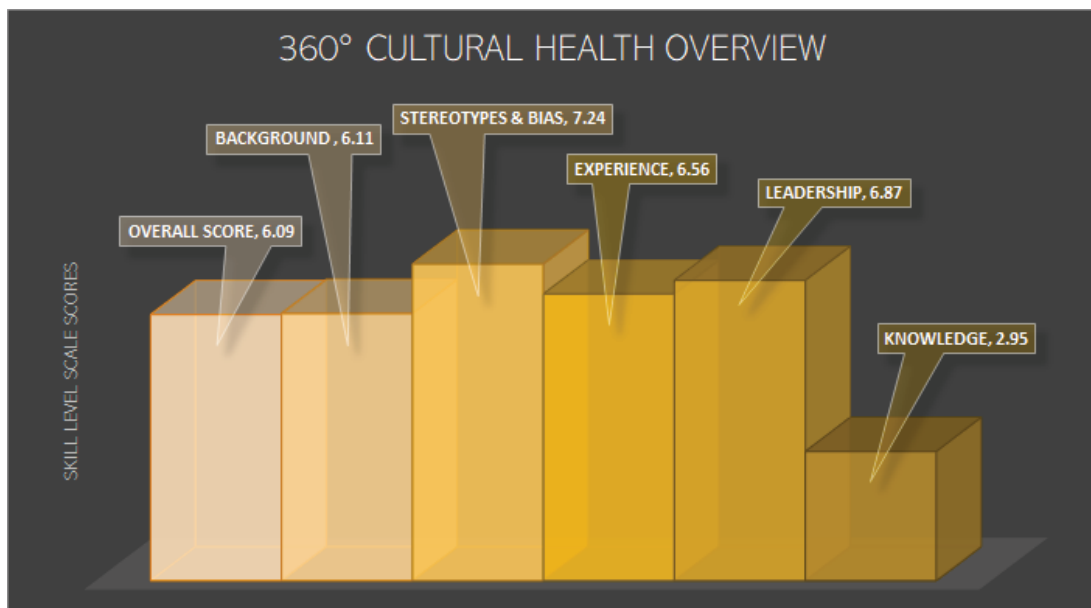
This 360° Cultural Health Report is based on the assessments of 50 of your team members. It contains data from five cultural areas; background, stereotypes and bias, experience, leadership, and knowledge.

We score on a 10 point scale with 10 being the highest score. Scores are weighted against the cultural principles and skill sets taught in the book, *The 6 Stages of Cultural Mastery*.

- 9 to 10 is expert cultural skill
- 8 to 8.99 is advanced cultural skill
- 7 to 7.99 is intermediate cultural skill
- 6 to 6.99 is basic cultural skill
- 5 to 5.99 is novice cultural skill
- 4.99 and below is culturally non-skilled

## OVERALL CULTURAL HEALTH AND SKILL

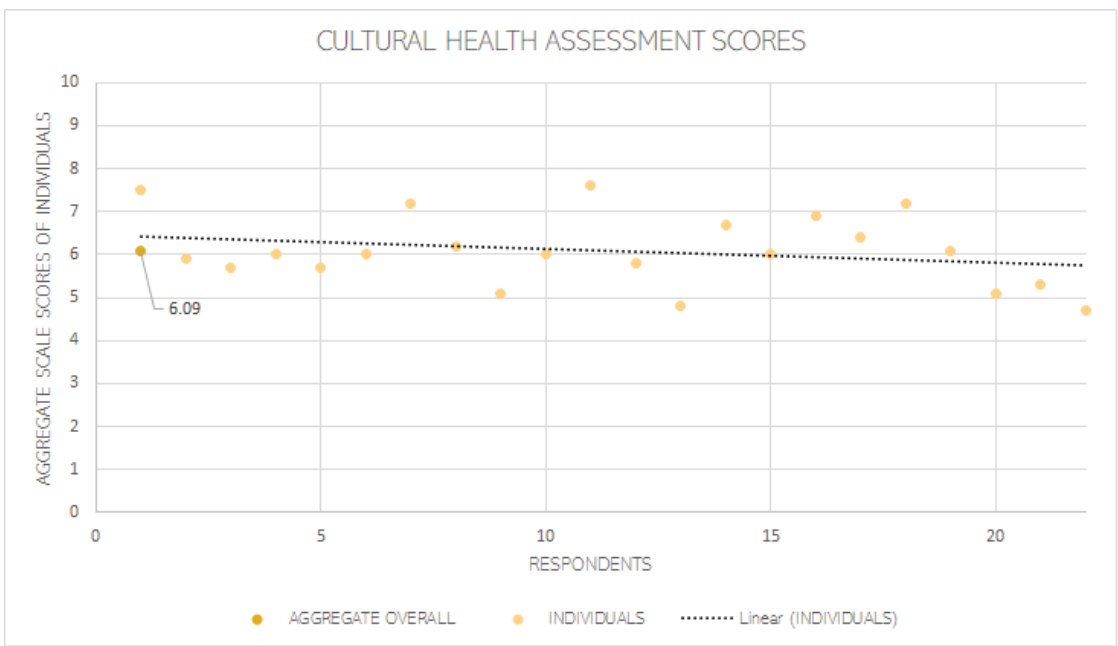
This graph indicates the overall aggregate cultural health and skill score of your team. **Your team's cultural health score is 6.09 or Basic Level.**





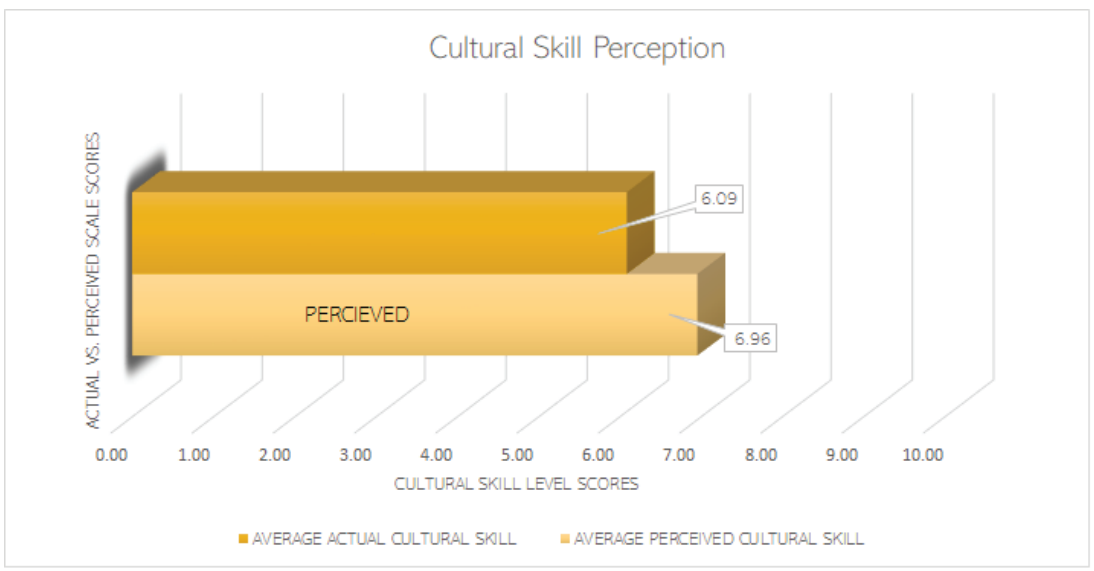
### TEAM MEMBER SCORES

The graph below plots the trend line of all team members assessed. Inconsistencies in the scores below indicate a culturally unbalanced team.



### PERCEIVED VS. ACTUAL LEVEL OF CULTURAL SKILL

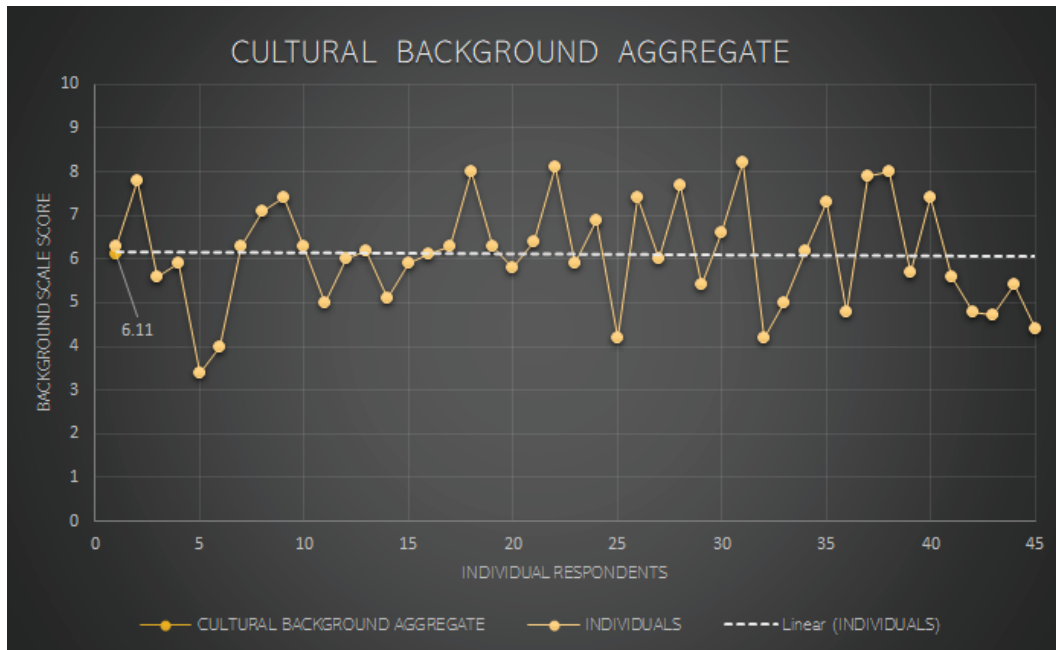
The graph below shows the gap between how respondents graded their own perceived level of cultural skill as opposed to their actual score.



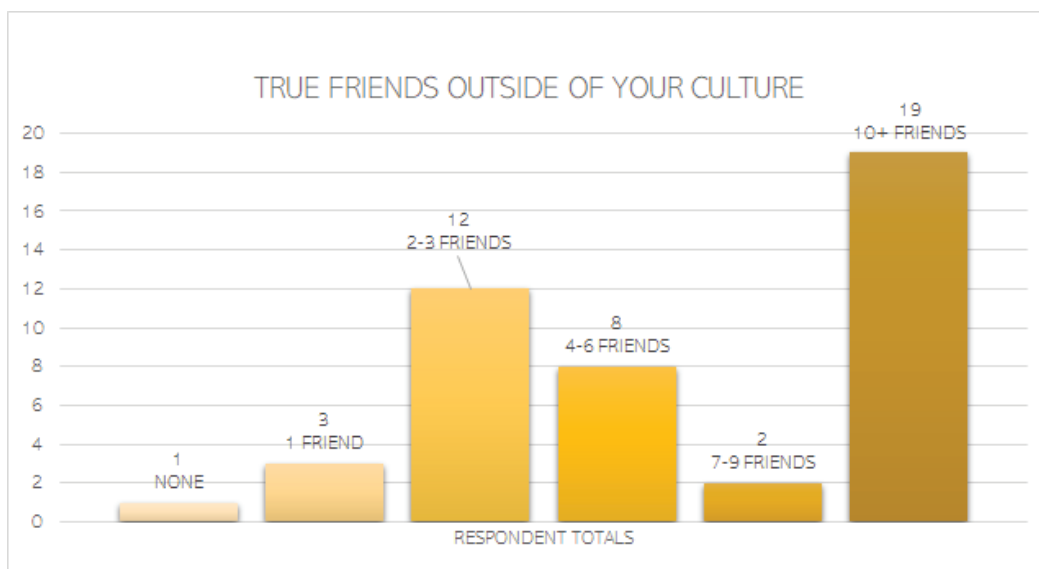
# CULTURAL BACKGROUND



Below is the aggregate data for your team regarding their cultural backgrounds. Each dot on the gold line represents a person on your team. **The score for your team in the area of cultural background is 6.11 or Basic Level.**



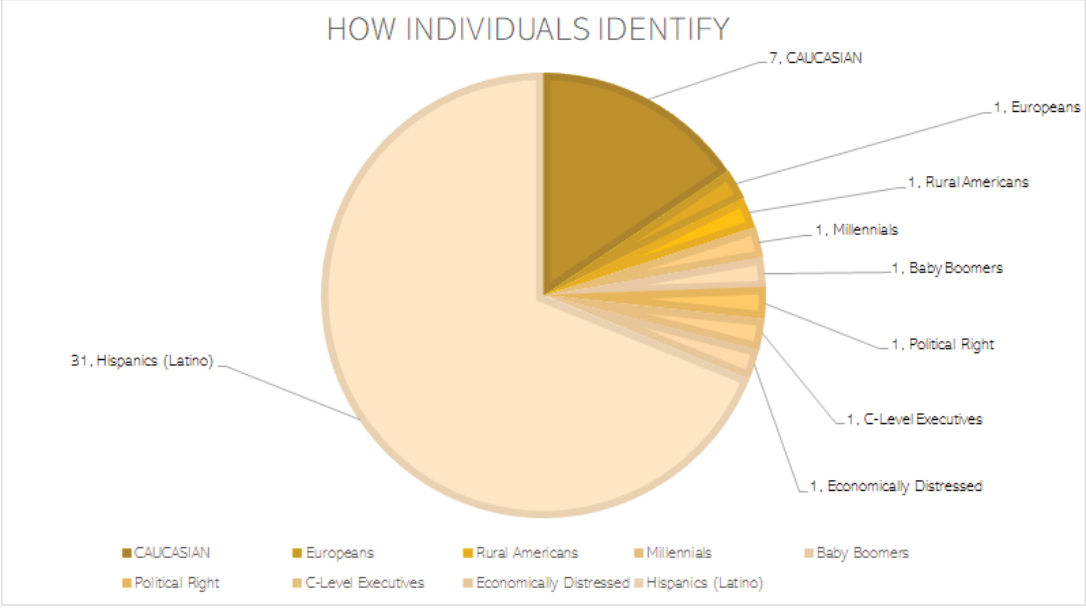
The graph below shows the number of true friends your team members have outside of work from diverse cultural background.





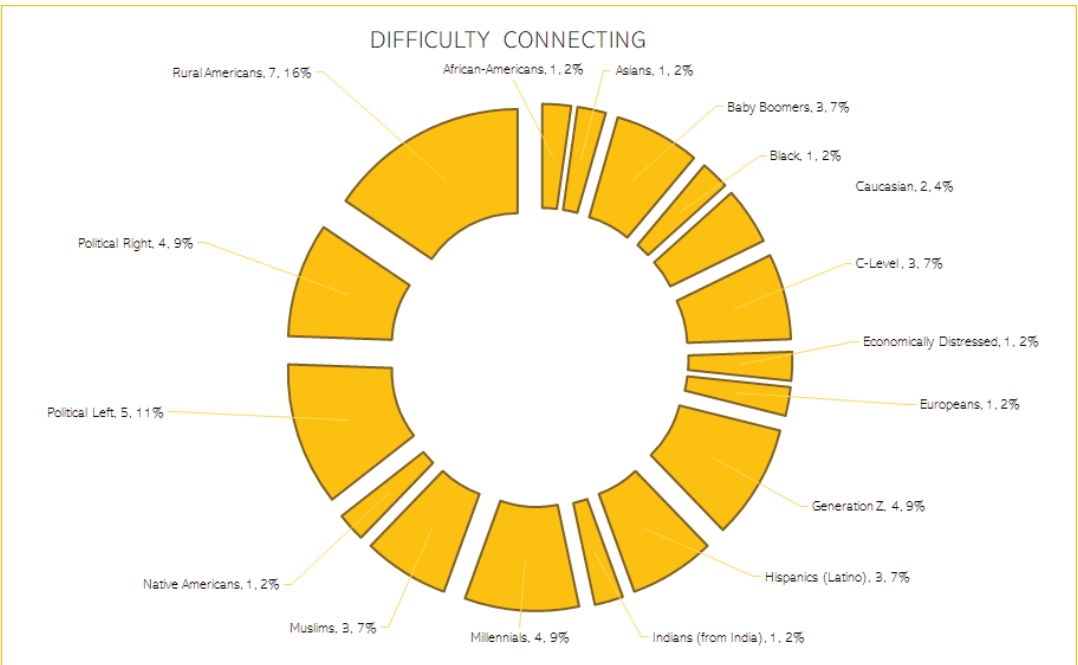
### CULTURAL GROUP WITH WHOM MOST IDENTIFIED

The graph below shows the cultural groups or ethnicities with whom your team members most identify,



### CULTURAL GROUP WITH WHOM MOST DIFFICULT TO CONNECT

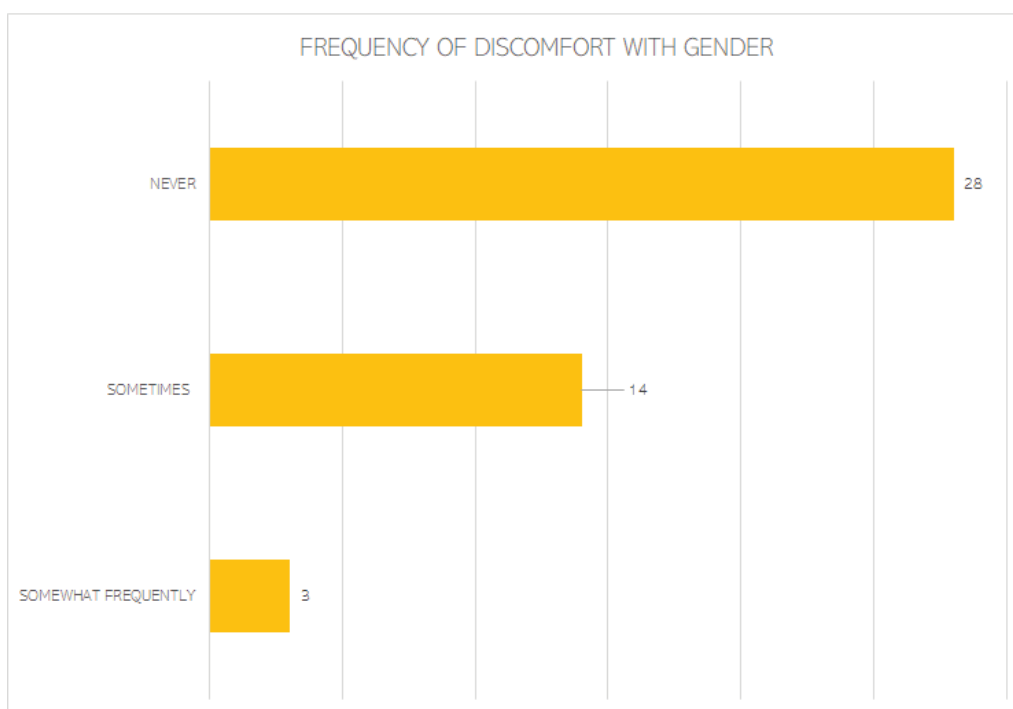
The graph below shows the groups of people with whom your team members have the most difficulty connecting.





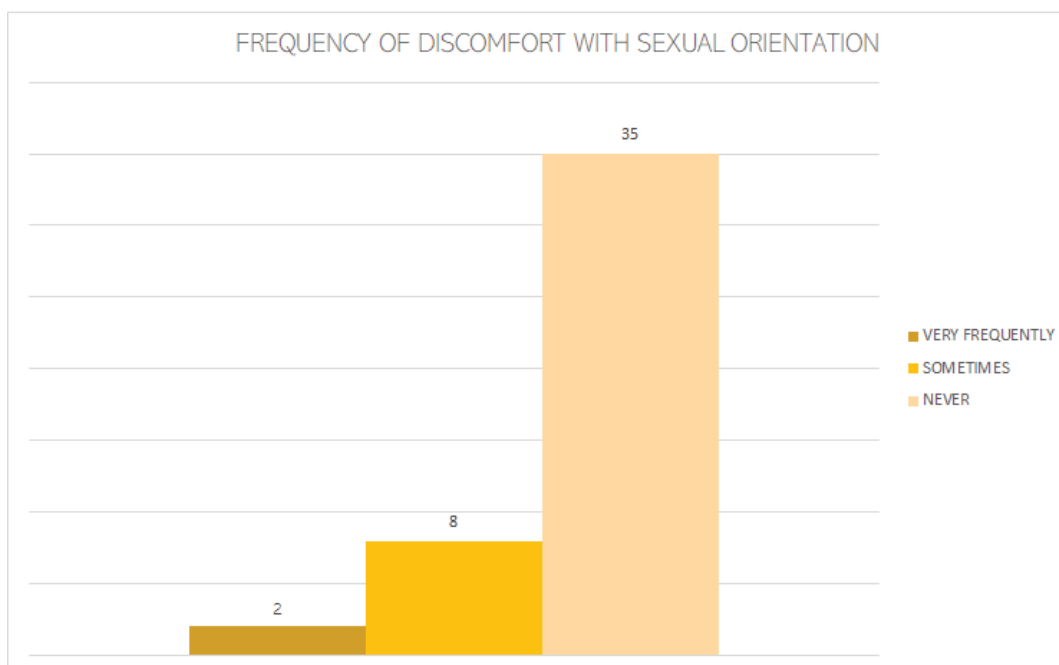
## DISCOMFORT WITH OTHER GENDER

The graph below shows the frequency of discomfort in relationships with other gender in the workplace.



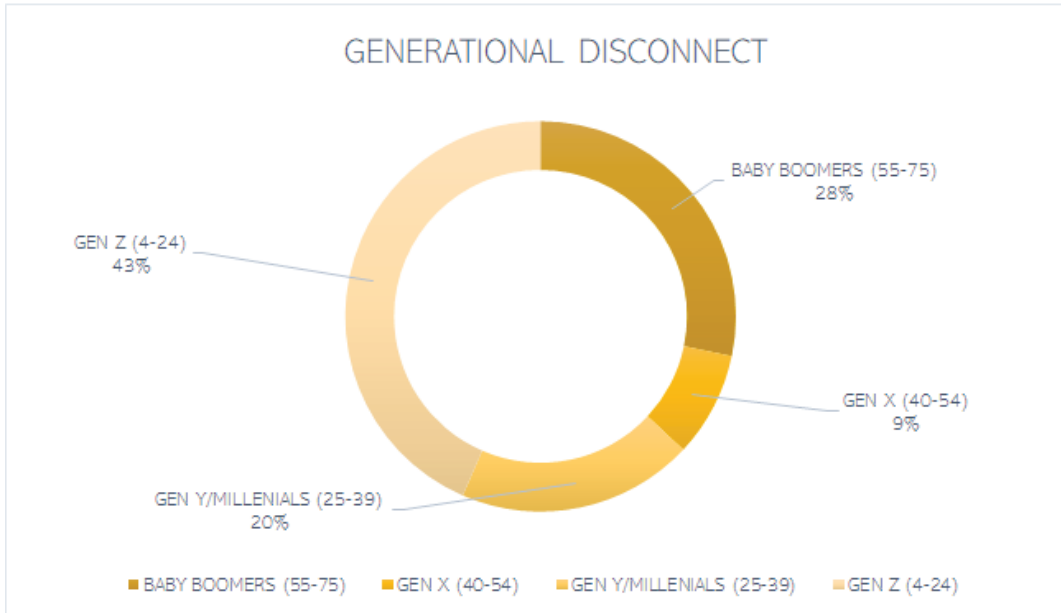
## DISCOMFORT WITH SEXUAL ORIENTATION

The graph below shows the frequency of discomfort in relationships with people of other sexual orientation(s) in the workplace.



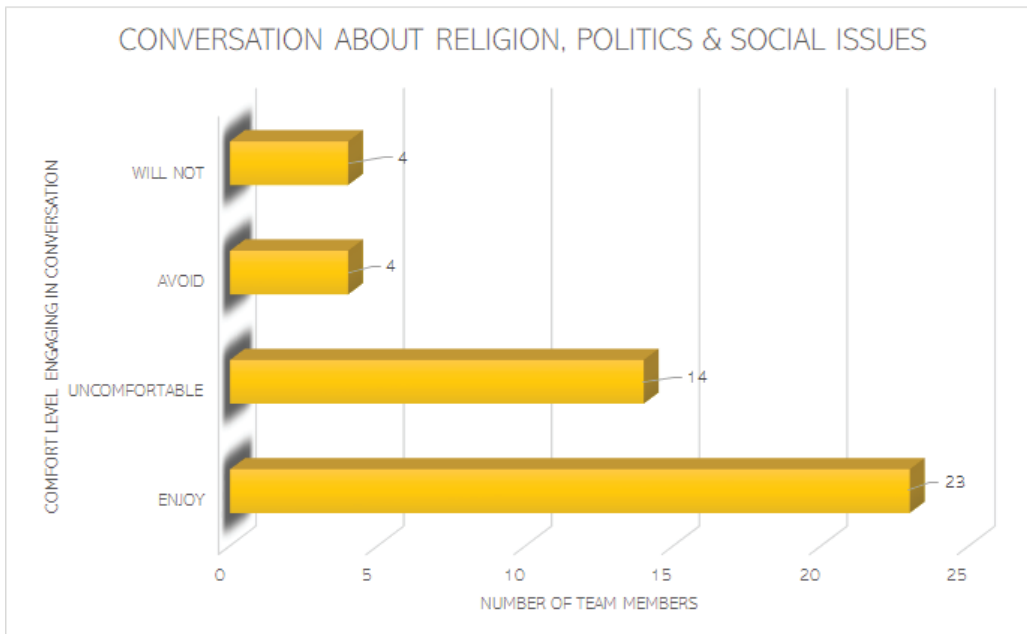
## GENERATIONAL DISCONNECT

The graph below shows the generations with which your team members have the most difficulty connecting.



## LEVEL OF COMFORT IN DISCUSSING SENSITIVE SOCIAL ISSUES

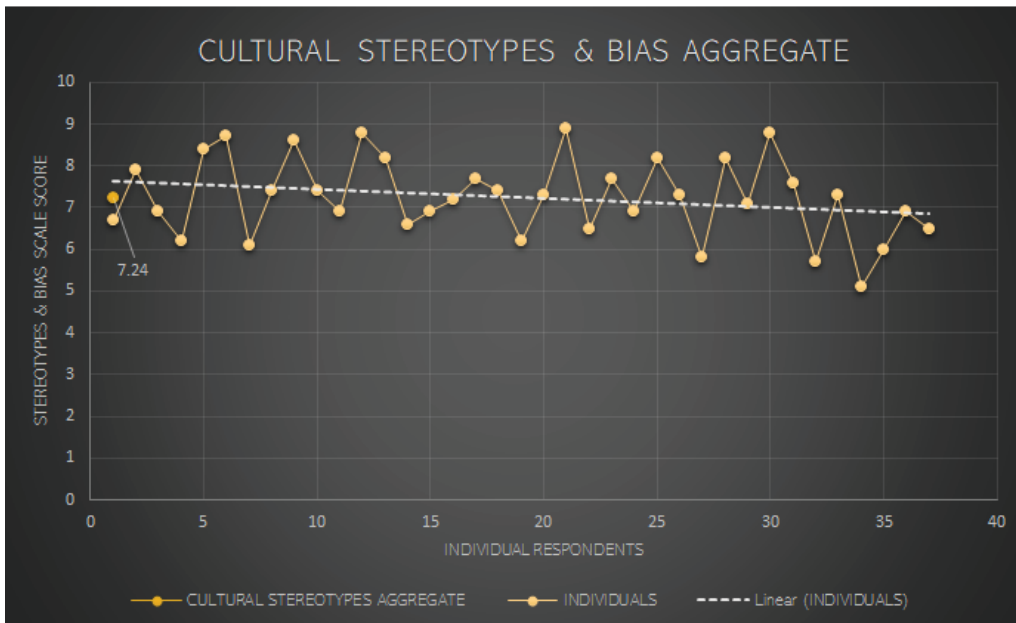
The graph below shows the the level of comfort your team members have in engaging in dialogue about matters such as politics, religion, and social issues.



# CULTURAL STEREOTYPES

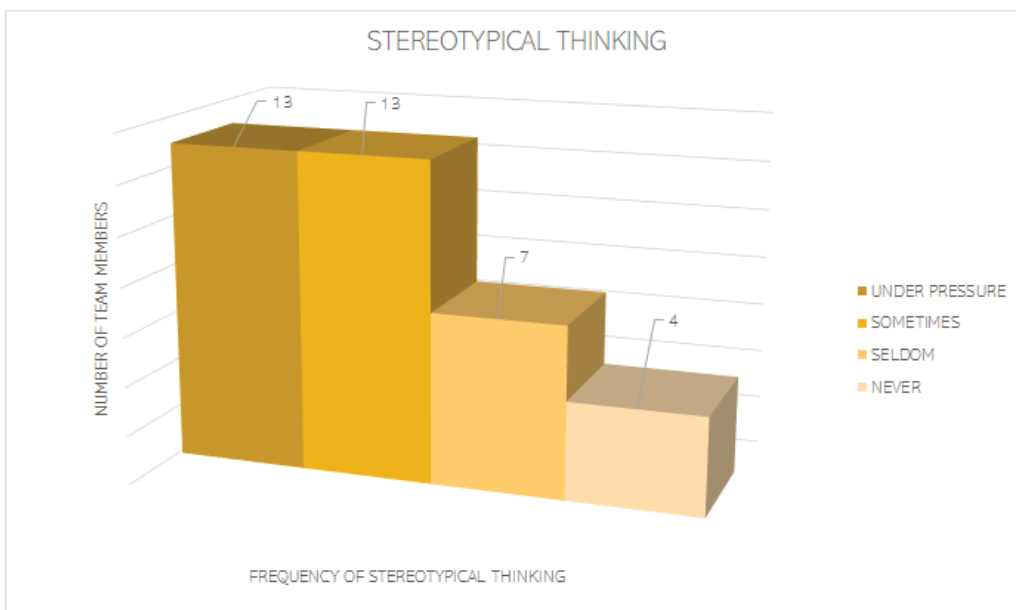


Below is the aggregate data for your team regarding their cultural stereotypes and biases. The dots on the gold line represent each person in your team. **The score for your team in the area of cultural stereotypes is 7.24 or Intermediate Level.**



## USE OF STEREOTYPES OR STEREOTYPICAL THINKING

The graph below shows the frequency in which your team members engage in stereotypical thinking regarding others.

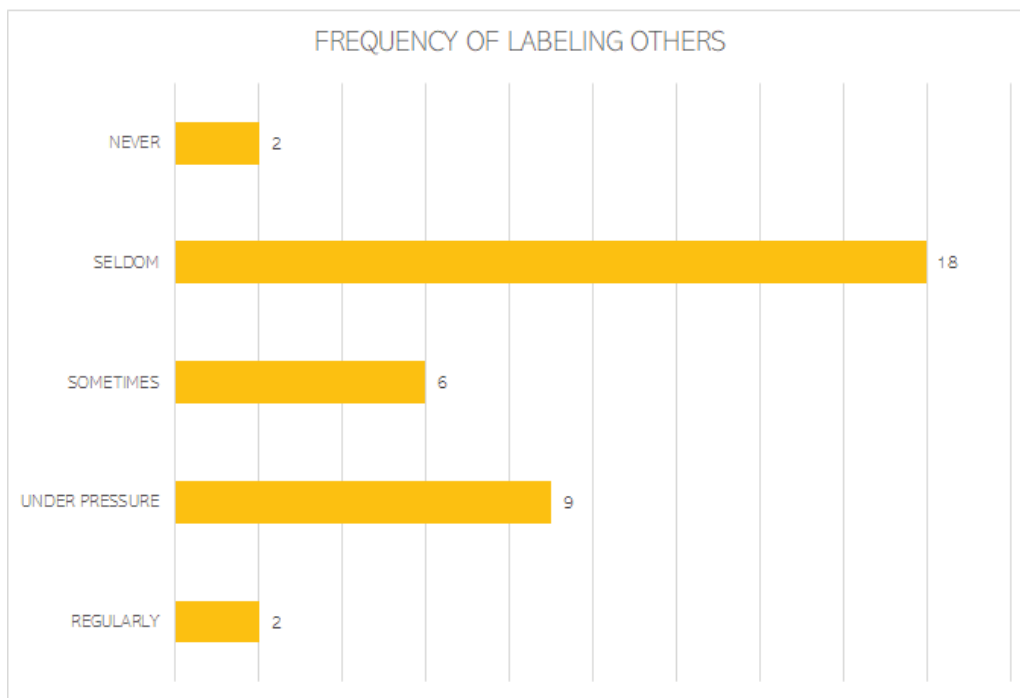




## FREQUENCY OF LABELING

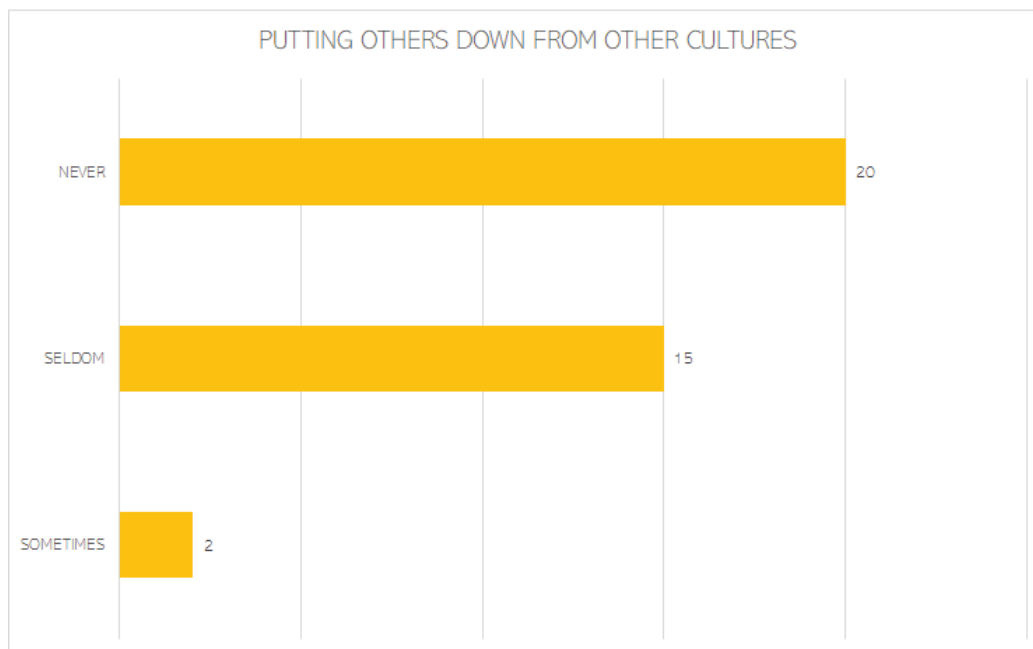


The graph below shows the frequency with which your team members negatively label people different from themselves.



## PUTTING OTHERS DOWN

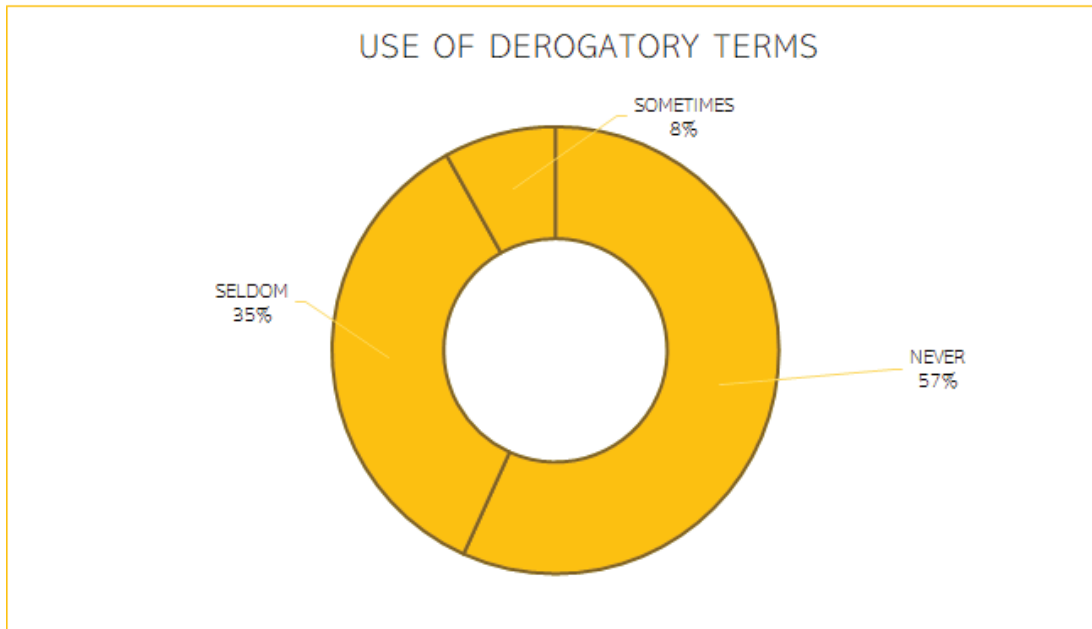
The graph below shows the frequency with which your team members put down others from other cultures in their conversations.



## USE OF DEROGATORY TERMS IN PUBLIC

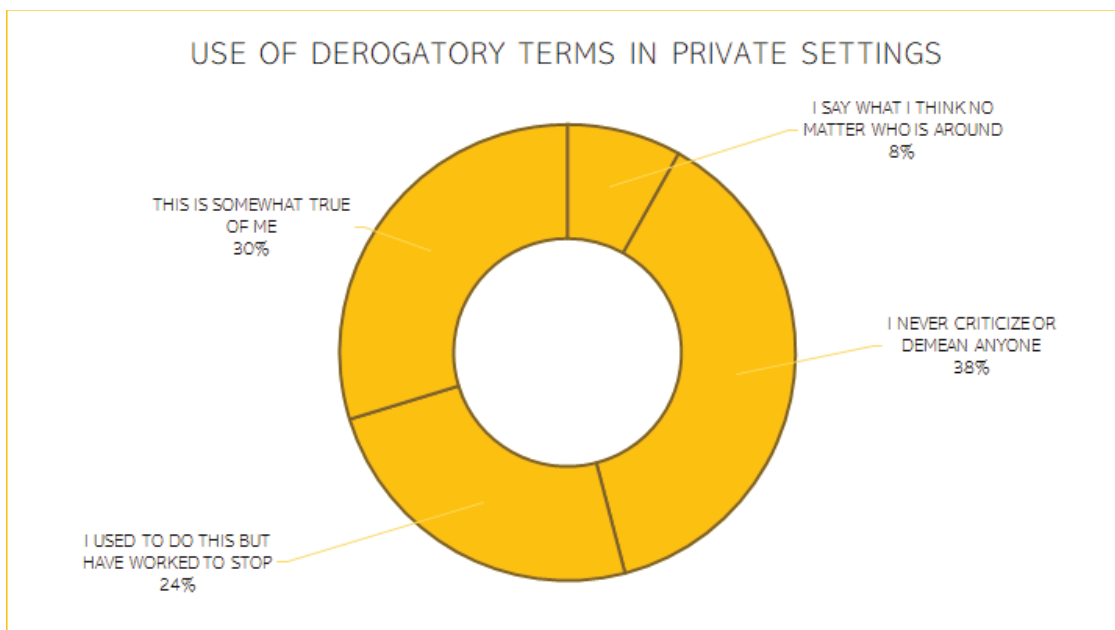


The graph below shows the frequency with your team members use derogatory terms to describe others in a public setting.



## USE OF DEROGATORY TERMS IN PRIVATE

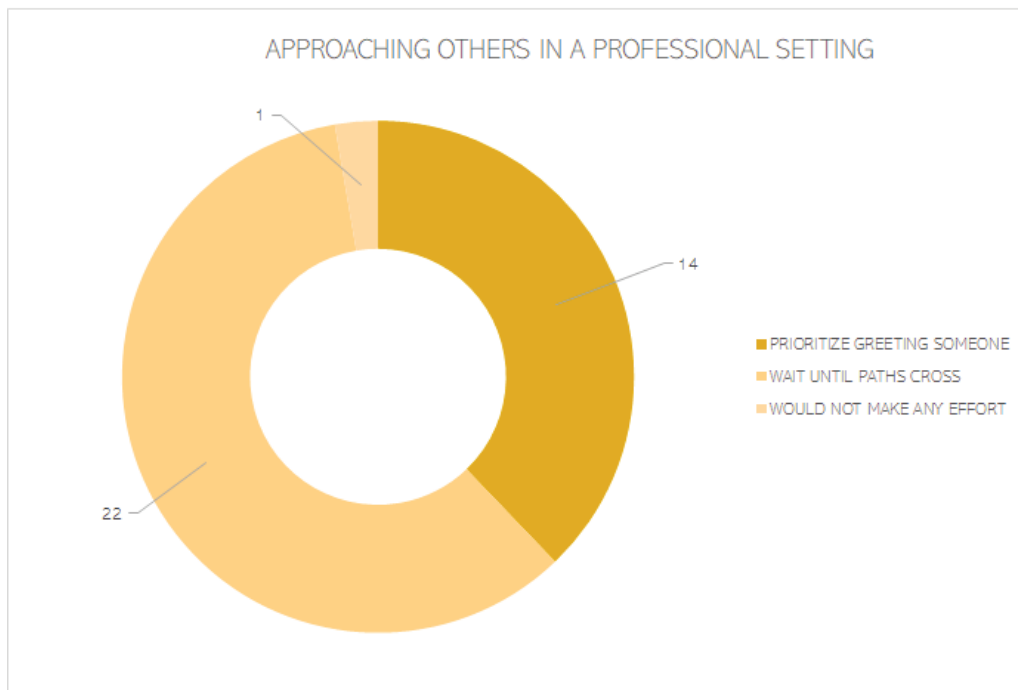
The graph below shows the frequency with which your team members use derogatory terms when in private with family or close friends.



## APPROACH TO OTHERS IN A PROFESSIONAL SETTING

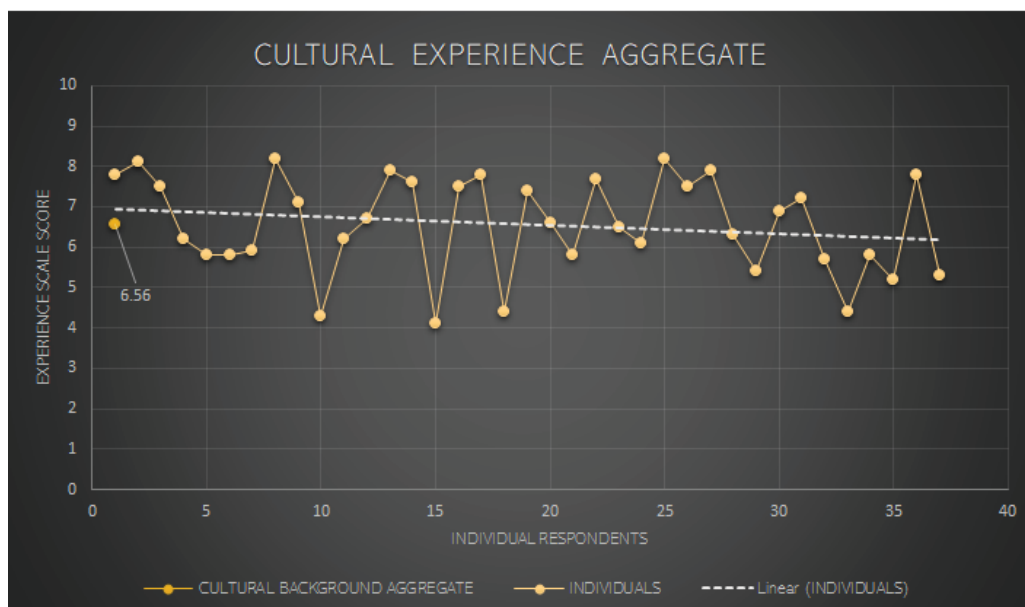


The graph below shows how your team members approach people of other cultures in a professional environment.



## CULTURAL EXPERIENCE

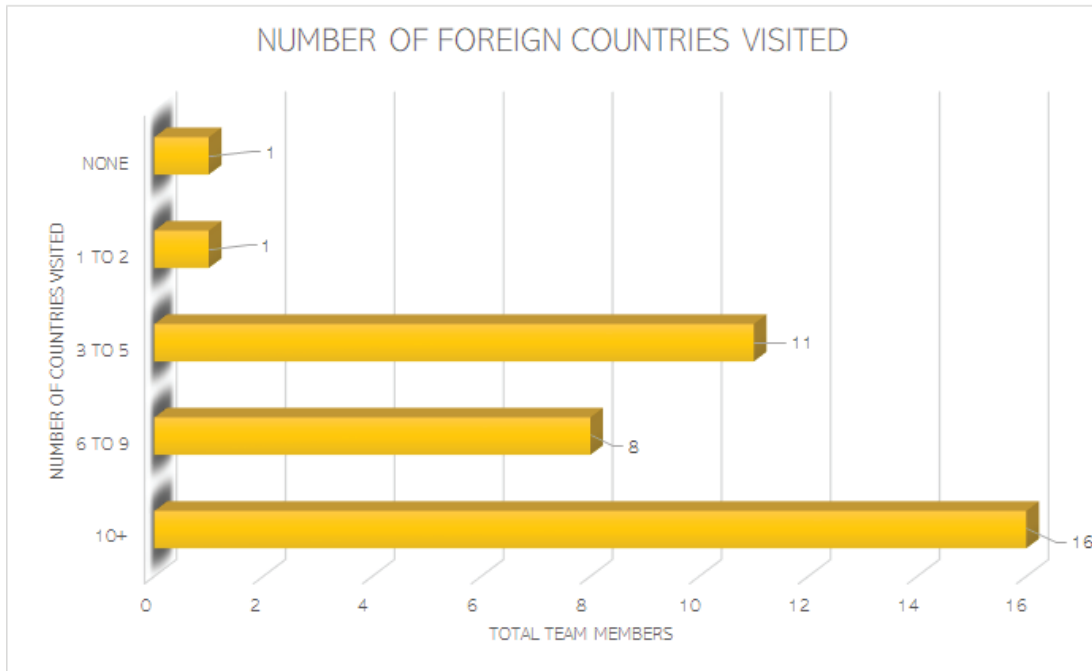
Below is the aggregate data for your team regarding their cultural experience. The dots on the gold line represent each person in your team. **The score for your team in the area of cultural experiences is 6.56 or Basic Level.**



## TRAVEL TO OTHER COUNTRIES

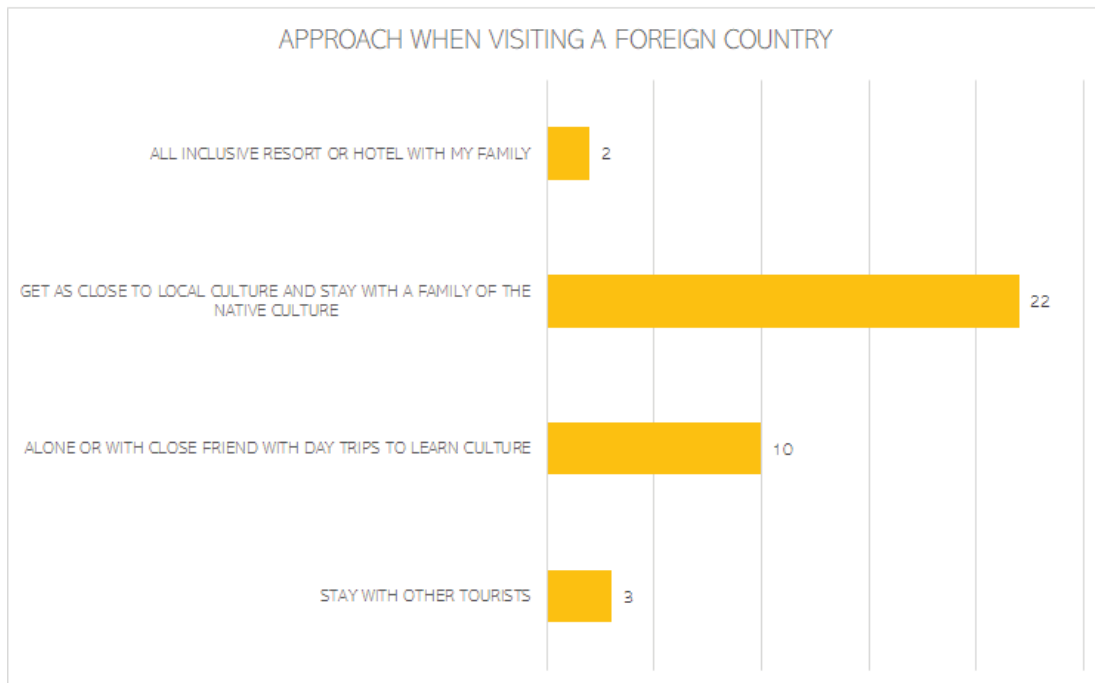


The graph below shows the number of countries outside of the United States to which team members have traveled. Number of team members is in yellow bar.



## APPROACH TO TRAVEL

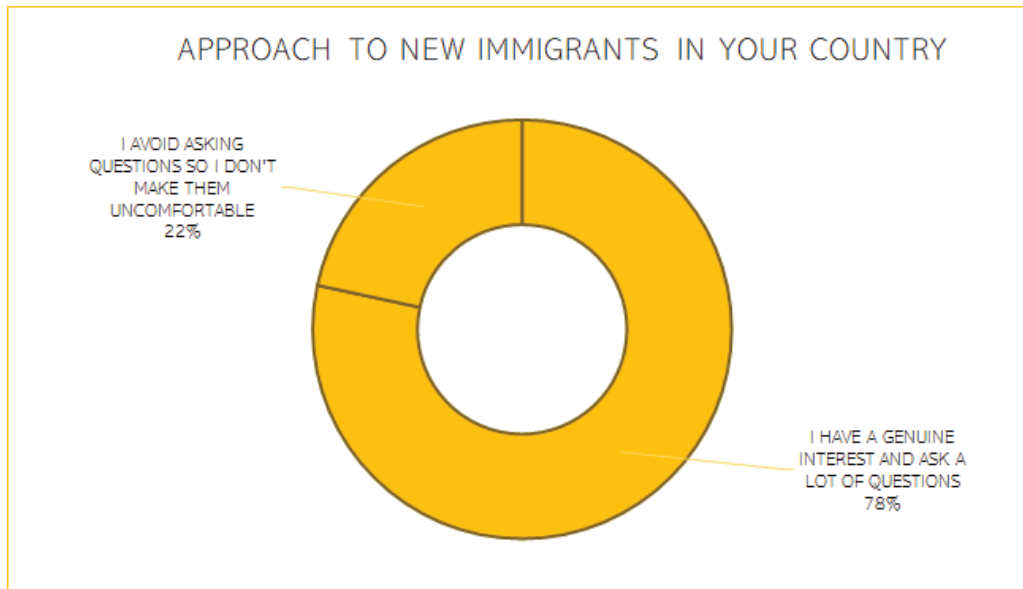
The graph below shows the way your team members approach travel experiences.



## APPROACH TO NEW IMMIGRANTS

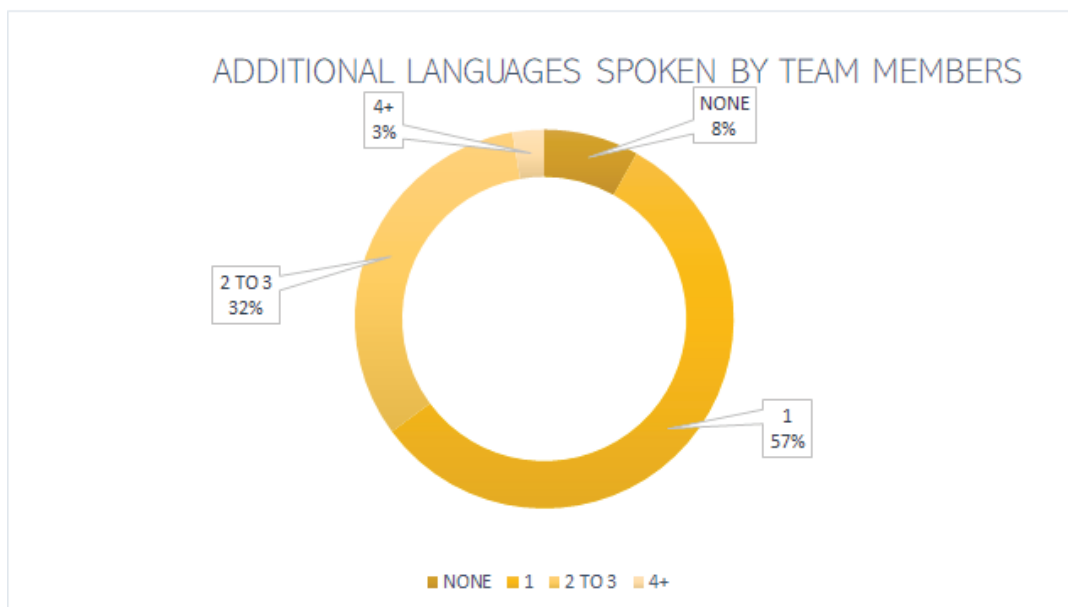


The graph below shows how your team members respond to new immigrants in their country.



## LANGUAGES SPOKEN

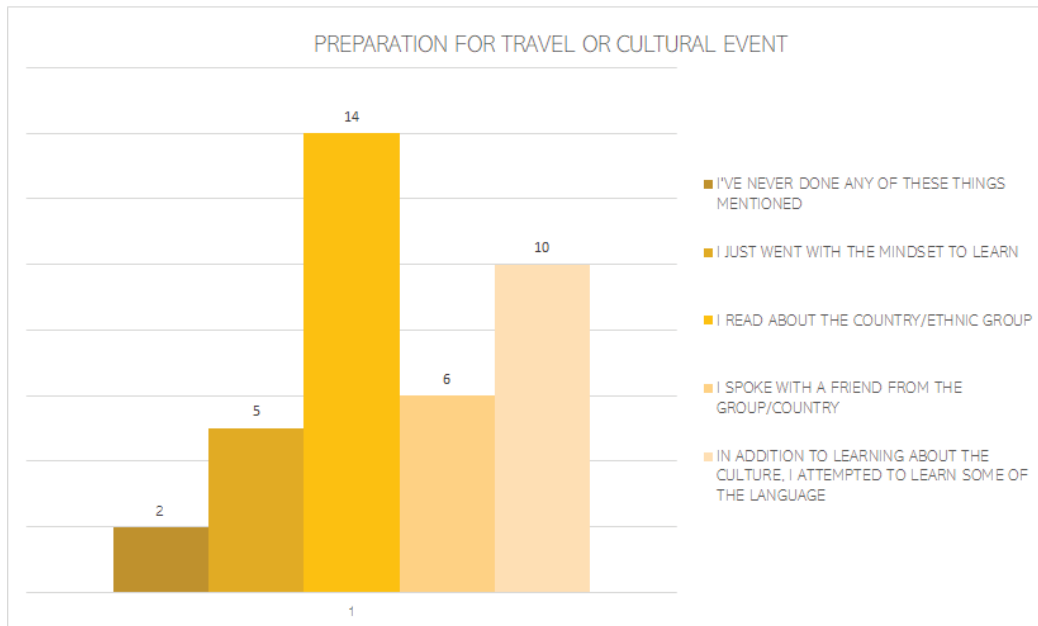
The graph below shows the number of languages (other than English) your team members speak with at least advanced level proficiency.



## PREPARATION FOR TRAVEL OR CULTURAL EVENTS

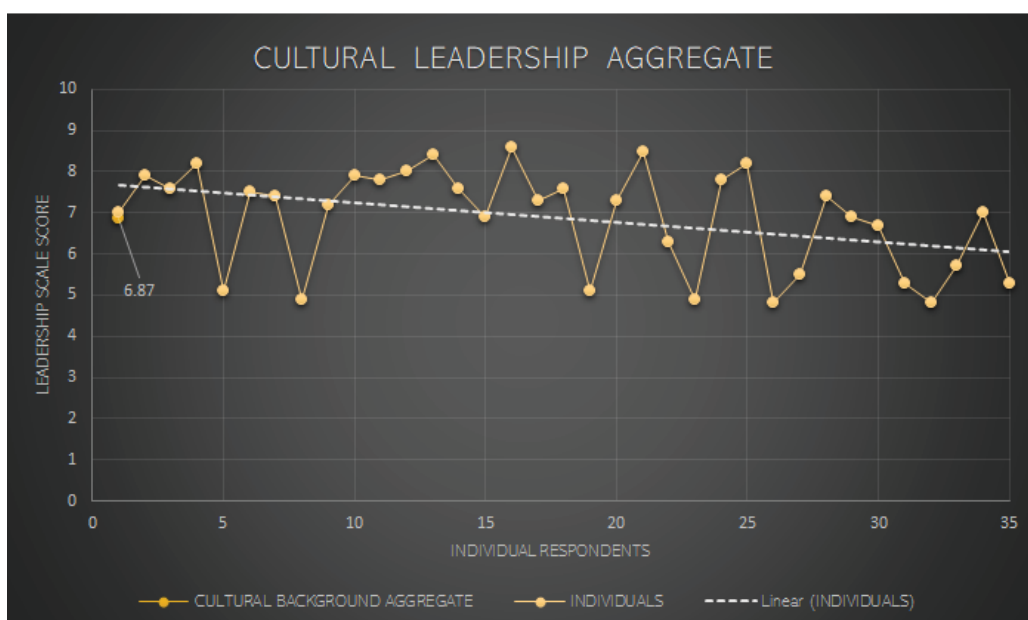


The graph below shows how your team members prepare for travel or cultural experiences.



## CULTURAL LEADERSHIP

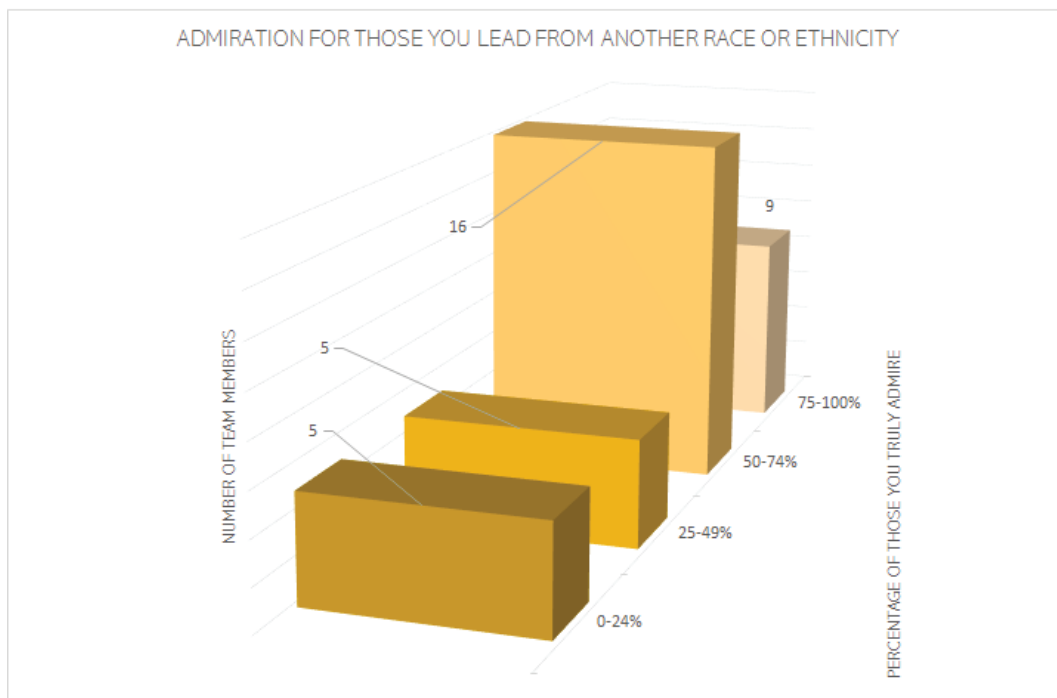
Below is the aggregate data for your team regarding their overall cultural leadership skills. The dots on the gold line represent each person in your team. **The score for your team in the area of cultural leadership is 6.87 or Basic Level.**



## LEVEL OF ADMIRATION OF OTHERS

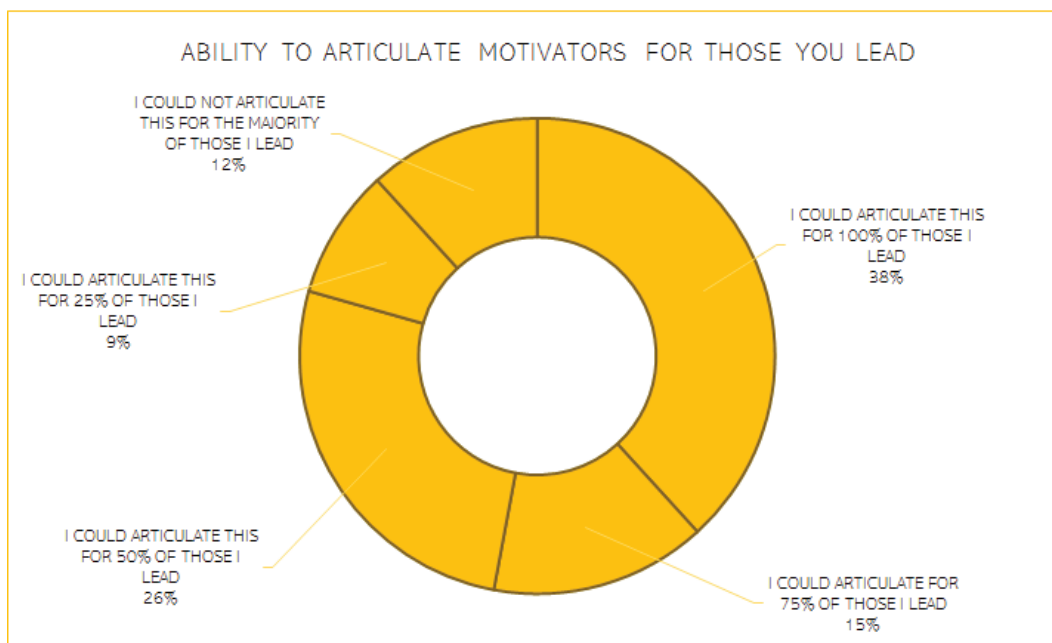


The graph below shows the level of admiration your team members have for others from diverse cultures.



## ARTICULATE CULTURAL MOTIVATORS

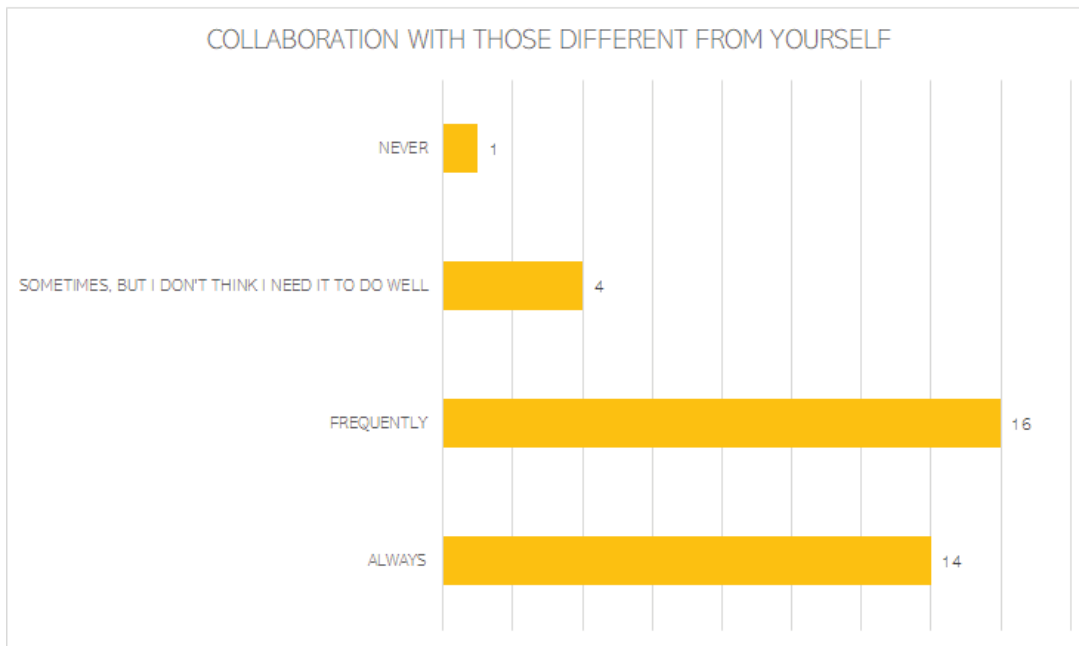
The graph below shows the ability your team members have to motivate people through culturally relevant means.



## COLLABORATION WITH DIVERSE PEOPLE

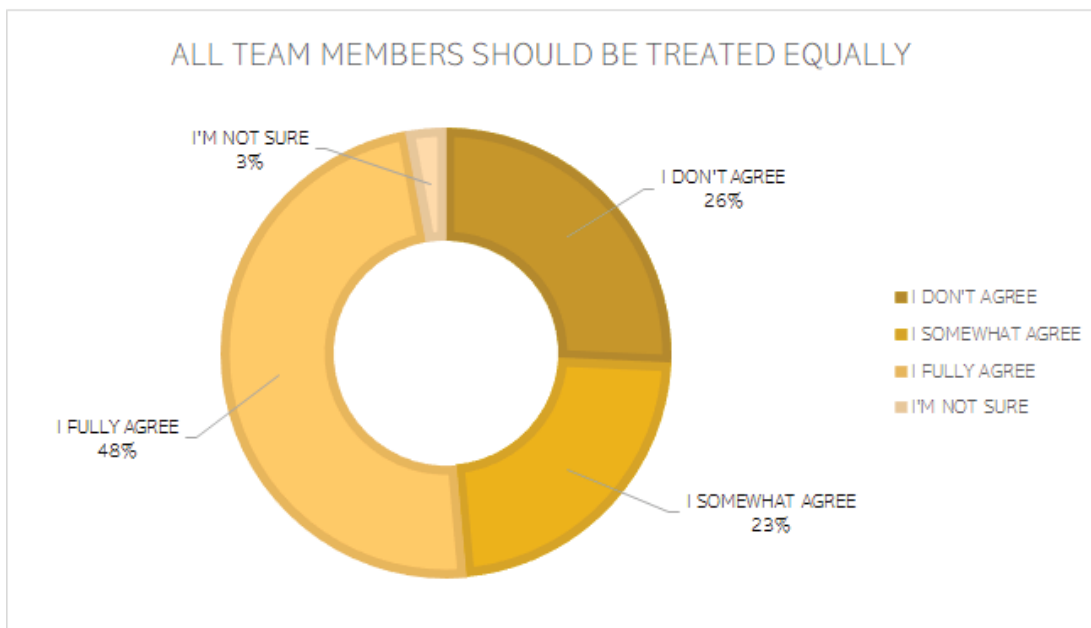


The graph below shows the frequency with which your team members actively collaborate with people different from themselves.



## UNDERSTANDING OF EQUALITY AND JUSTICE

We asked your team members if they agree that all team members should be treated equally. Their answers are below.

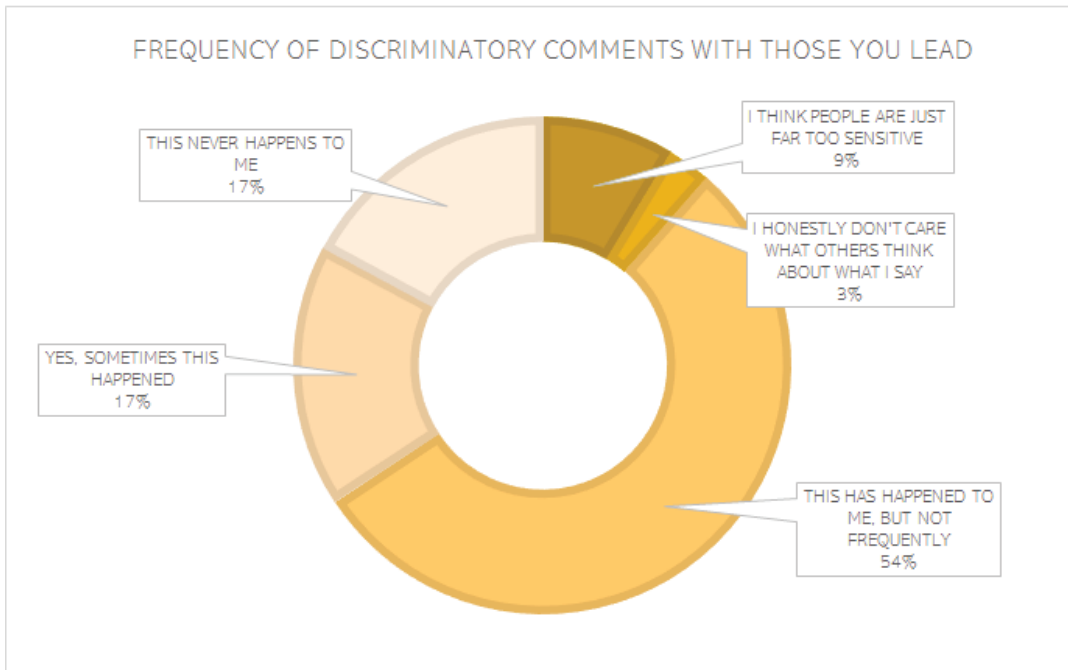




## AWARENESS OF DISCRIMINATORY SPEECH

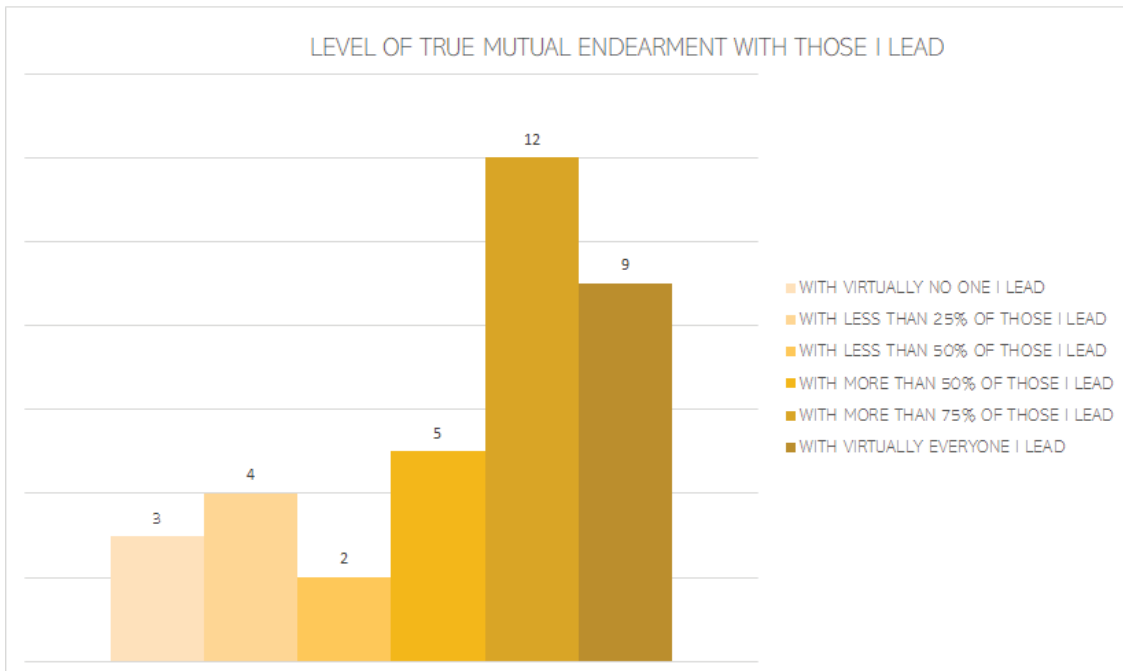


The graph below shows the level of awareness your team members have regarding their possible use of discriminatory language



## LEVEL OF MUTUAL ENDEARMENT

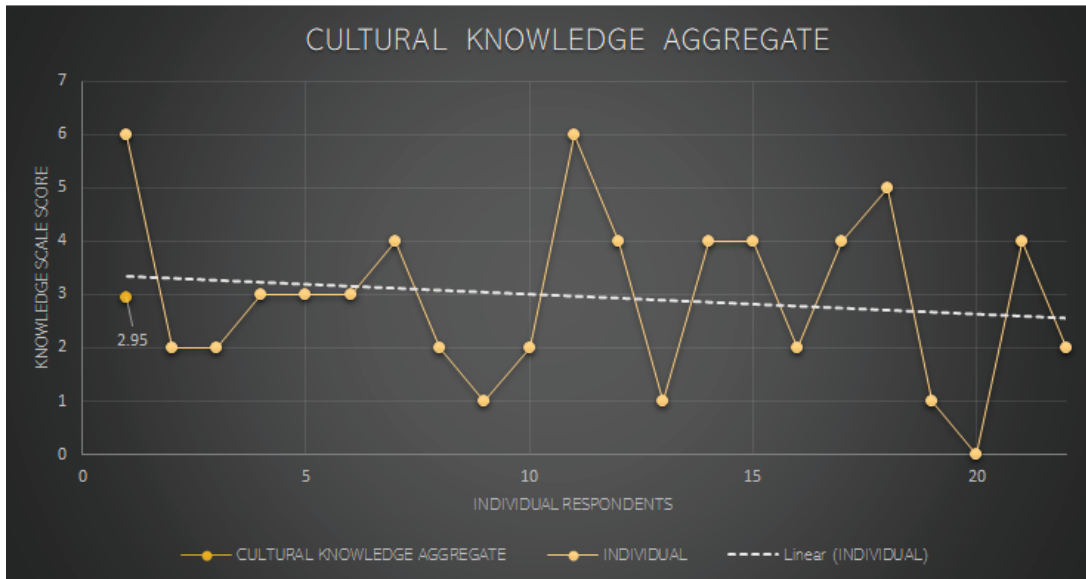
The graph below shows the level of mutual endearment your team members have with those under their leadership.



# CULTURAL KNOWLEDGE



We asked 10 questions about world culture and the score below shows the aggregate score of questions answered correctly. **The score for your team in the area of cultural knowledge is 2.95 or Non-skilled.**



## REPORT RECAP

Your team's overall cultural health score is 6.09. This indicates that your team is rated with a Basic skill set. This indicates that you have a serious need to develop your team's cultural skills. Below is a recap of your scores:

<b>Overall:</b>	6.09
Cultural Background:	6.11
Cultural Stereotypes:	7.24
Cultural Experience:	6.56
Cultural Leadership:	6.87
Cultural Knowledge:	2.95

We offer Cultural Mastery training experiences designed to develop your team member's cultural skills. We invite you to speak with your Cultural Mastery consultant to explore ways in which we can help you develop your team.