



ICQ EDUCATIONAL ASSESSMENT

ICQ Sample Test

Twelve questions from the full assessment

12

QUESTIONS

5

SECTIONS

5

MINUTES

Free

ALWAYS

globalicq.com

© 2026 Global ICQ™ · This sample is for personal use and may be shared freely in unmodified form.

How to take the sample

These are twelve of the assessment's own items — real questions, in the assessment's own words. Circle one answer per question, then turn to the back to score yourself and see how the full 230-question assessment goes further.

SECTION 1 · CULTURAL AWARENESS

1 What is intercultural intelligence?

- ☐ (A) Knowing the customs of every country
- ☐ (B) The ability to work effectively with people from different cultural backgrounds
- ☐ (C) Speaking several languages fluently
- ☐ (D) Having international business experience

4 Which approach best avoids cultural stereotyping?

- ☐ (A) Assuming that everyone from a country behaves similarly
- ☐ (B) Avoiding conversations about culture
- ☐ (C) Using cultural knowledge as a guide while treating people as individuals
- ☐ (D) Relying on personal experience alone

7 An ethnocentric leader typically:

- ☐ (A) Believes their culture's approach is naturally superior
- ☐ (B) Adjusts easily to different cultural environments
- ☐ (C) Encourages several viewpoints
- ☐ (D) Questions personal assumptions

SECTION 2 · COMMUNICATION

11 During a meeting, an international colleague remains quiet. What should the leader do?

- ☐ (A) Assume the colleague has nothing to contribute
- ☐ (B) Publicly criticize the colleague
- ☐ (C) Provide another way to contribute, such as written follow-up
- ☐ (D) Exclude the colleague from future meetings

15 In some cultures, extended eye contact may be interpreted as:

- ☐ (A) Respectful in every situation
- ☐ (B) Aggressive or disrespectful
- ☐ (C) Proof of dishonesty
- ☐ (D) A universal sign of confidence

SECTION 3 · LEADERSHIP & TEAM MANAGEMENT

21 The most effective multicultural leadership style is generally:

- ☐ (A) Fixed and identical for every team
- ☐ (B) Flexible while remaining consistent with core values
- ☐ (C) Based entirely on the leader's personal preferences
- ☐ (D) Focused only on organizational hierarchy

24 A global team is experiencing conflict caused by different working styles. The leader should:

- ☐ (A) Require everyone to follow the leader's personal style
- ☐ (B) Help the team establish shared working agreements
- ☐ (C) Replace team members who disagree
- ☐ (D) Ignore the conflict

SECTION 4 · CONFLICT & NEGOTIATION

31 Two colleagues interpret punctuality differently. The best solution is to:

- ☐ (A) Decide that one culture is correct
- ☐ (B) Establish a shared team expectation about time
- ☐ (C) Allow meetings to begin whenever people arrive
- ☐ (D) Avoid scheduling meetings

35 A team member avoids direct confrontation. The leader should:

- ☐ (A) Force a public confrontation
- ☐ (B) Offer a private and respectful discussion
- ☐ (C) Interpret avoidance as dishonesty
- ☐ (D) Remove the person from the project

SECTION 5 · GLOBAL STRATEGY & INCLUSION

41 "Glocalization" means:

- ☐ (A) Using one product and message everywhere
- ☐ (B) Adapting a global strategy to local market needs
- ☐ (C) Replacing local cultures with corporate culture
- ☐ (D) Operating only in domestic markets

45 A global policy is producing unintended problems in one region. The best response is to:

- ☐ (A) Blame the regional team
- ☐ (B) Investigate the local impact and make appropriate adjustments
- ☐ (C) Ignore the problem to preserve consistency
- ☐ (D) Cancel the policy everywhere immediately

48 A company appoints local advisers in a new international market primarily to:

- ☐ (A) Make the company appear diverse
- ☐ (B) Provide cultural, regulatory, customer, and market insight
- ☐ (C) Replace all corporate decision-makers
- ☐ (D) Translate advertisements only

What your result suggests

Check your answers against the key, count the correct ones, and find your band. The sample gives you a directional read; the full assessment scores all five sections plus nine world regions, with a plain-language interpretation of each.

CORRECT	LEVEL	WHAT IT SUGGESTS
11–12	Exceptional	Highly developed intercultural leadership skills. The full assessment shows where you lead and where to stretch.
9–10	Advanced	Works effectively across cultures, with a few areas for development.
7–8	Developing	Good awareness; application is not yet consistent. Targeted practice widens your range.
5–6	Emerging	Understands some concepts and would benefit from training.
0–4	Foundational	Significant development needed in awareness and leadership — the assessment gives you the map.

ANSWER KEY

Section 1 · Cultural Awareness

1:B 4:C 7:A

Section 4 · Conflict & Negotiation

31:B 35:B

Section 2 · Communication

11:C 15:B

Section 5 · Global Strategy & Inclusion

41:B 45:B 48:B

Section 3 · Leadership & Team Management

21:B 24:B

YOUR NEXT STEPS

- 1. Take the full ICQ Assessment — \$34.95.** 230 questions across two parts, scored instantly with all five section scores, your total ICQ score and level, and per-section PDF downloads.
globalicq.com/icq/buy/assessment
- 2. Assessing a team?** One company licence, one shareable key, a dashboard that tracks it — from 10 seats.
globalicq.com/icq/company-key
- 3. Study first.** The Global ICQ™ Workbook covers every question of the assessment with practice exercises and an answer key.
globalicq.com/icq/tests