

Feelgood Coaching and Consulting

SPEEDY SELF-ASSESSMENT FOR LEADERS

Emotional Intelligence & Self-Awareness in
Cross-Cultural Team Management



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Instructions:

This speedy self-assessment will help you reflect on your current approach to leading a cross-cultural team. Please answer each question honestly, noting your initial reaction. Once you've completed the assessment, review the scoring to identify your strengths and areas for improvement. For each identified area, you'll find immediate strategies to help you.

Rate yourself from 1 to 5 for each statement:

1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always

I actively seek to understand cultural backgrounds and perspectives within my team.

I adapt my communication style to match the needs of each team member.

I am aware of my emotional reactions in challenging situations.

I encourage open conversations about cultural expectations and experiences.

I avoid making assumptions based on cultural stereotypes.

I address conflicts directly, ensuring all perspectives are considered.

I model respect and curiosity towards different cultural practices.

I give feedback in ways that are sensitive to cultural differences.

I support team members in sharing their unique viewpoints and strengths.

I prioritise building trust through empathy and understanding.

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Scoring:

Add up your total score.

- **40–50: Cultural Champion**

You're highly self-aware and adaptable, showing genuine respect and curiosity about cultural differences. You're a strong advocate for inclusive, cohesive team dynamics. Keep up the great work and consider mentoring others in cross-cultural skills.

- **25–39: Engaged Leader**

You understand the importance of cultural awareness and make efforts to be adaptable, but there's room to deepen your self-awareness and team engagement. Focus on enhancing active listening and handling conflicts with even more empathy to level up your leadership.

- **10–24: Growing Awareness**

Your team could benefit from greater attention to cultural dynamics and emotional intelligence. Start with small actions: listen more closely, acknowledge differences openly, and learn from team feedback to strengthen cohesion.

Immediate Strategies for Improvement:

If you scored lower on:

- **Adaptability (Questions 2, 6, 8)**

Practice switching up your communication based on the needs of each team member. Start meetings with a question about what's important to each person to gauge their expectations.

- **Self-Awareness (Questions 3, 4, 5)**

Use a quick mental check-in before meetings. Ask yourself, "How am I feeling?" and "What assumptions might I be bringing?" This will help you stay mindful of emotional triggers and assumptions.

- **Encouraging Dialogue (Questions 4, 7, 9)**

Create a safe space for conversations about culture. During your next team meeting, invite everyone to share something about their background that influences their work.

Bonus Tip: Try the "Inner Calm" guided meditation (provided in this toolkit) to centre yourself before intense conversations. A calm mind leads to a clear perspective.

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Gwyneth Letherbarrow MBA

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Gwyneth is an award-winning coach, speaker, and people strategist celebrated for her dynamic workshops that enable leaders and professionals to cultivate cohesive, high-performing cross-cultural teams.

Born in England, Gwyneth's career spans over two decades of working with international organizations across Europe and the Balkans, where she led, built, and sometimes restructured multicultural teams.

Her expertise in management, marketing, and human resources offers a deep understanding of how emotional intelligence can drive team cohesion and collaboration, particularly within diverse cultural settings.

Through her consulting business and powerful workshops, Gwyneth delivers practical strategies to help leaders foster team unity, improve communication, and navigate the complex dynamics of culturally diverse teams. Her sessions empower professionals to build environments where each team member can thrive, align toward common goals, and collectively propel their organizations forward.

Curious to learn more? Secure your spot for a 20-minute call, and let's begin unveiling the extraordinary professional you:
[**https://bit.ly/Teams-With-Gwyneth**](https://bit.ly/Teams-With-Gwyneth)