



# CQ Talent™

ENSURING A CULTURALLY INTELLIGENT  
HIRING PROCESS

80% of employee turnover is due to poor hiring

60% of employers say bad hires negatively impact collaboration

Employees with **low Cultural Intelligence** hinder team effectiveness



“People are not your most important asset. The **right** people are.”

**Jim Collins**, author of bestseller *Good to Great*”



## WHAT IS CQ TALENT?

**CQ Talent™** helps you make high quality hiring decisions by making it easy for you to consider the cultural intelligence (CQ®) and cultural values of **job candidates** during the talent acquisition process.

**Research demonstrates** there are performance benefits when diverse teams have high cultural intelligence. This makes CQ a critical recruiting element. This tool also identifies situations where “affinity bias” (the tendency to hire people who are similar) might occur and provides **recommended solutions** to avoid and manage biases throughout the process.



## TOOLKIT INCLUDES

- 1 CQ Job Profile**  
Identify the importance of CQ to the position
- 2 Candidate Assessment**  
Measures candidate’s cultural intelligence, cultural values, work values, attitude towards diversity, and more
- 3 Candidate Report**  
Summarizes candidate’s assessment results
- 4 CQ Talent™ Manual**  
A guide for interpretation of results, scoring, research outcomes, and implications for job success



### CONTACT US

With experts around the world, we have teams of professionals ready to help you develop creative solutions and/or deliver training and consulting services wherever you need it.

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