

Cultural Humility and Cultural Competency Exercise

This self-assessment tool is designed to explore individual cultural humility and competence. Its purpose is to help you to consider your skills, knowledge, and awareness of yourself in your interactions with others. Its goal is to assist you to recognize what you can do to become more effective in working and living in a diverse environment.

Read each entry in the Awareness, Knowledge and Skills sections. Place a check mark in the appropriate column which follows. At the end of each section add up the number of times you have checked that column. Multiple the number of times you have checked “Never” by 1, “Sometimes/Occasionally” by 2, “Fairly Often/Pretty well” by 3 and “Always/Very Well” by 4. The more points you have, the more culturally competent and humble you are becoming.

1-28 points I am not at all culturally competent or humble

28-55 points I am somewhat culturally competent and humble

56-83 points I am mostly culturally competent and humble

84-112 points I am culturally competent and humble

This is simply a tool. This is not a test. The rating scale is there to help you identify areas of strength and areas that need further development in order to help you reach your goal of cultural competence and humility. Remember that cultural competence and cultural humility is a process, and that learning occurs on a continuum and over a life time. You will not be asked to show anyone your answers unless you choose to do so. While you complete this assessment, stay in touch with your emotions and remind yourself that learning is a journey.

Awareness

Awareness		Never	Sometimes	Fairly Often/Pretty well	Always/Very Well
<u>Value Diversity</u>	I view human difference as positive and a cause for celebration				
<u>Know Myself</u>	I have a clear sense of my own ethnic, cultural and racial identity				
<u>Share my culture</u>	I am aware that in order to learn more about others I need to understand and be prepared to share my own culture				
<u>Be aware of areas of discomfort</u>	I am aware of my discomfort when I encounter differences in race, colour, religion, sexual orientation, language, and ethnicity				
<u>Check my assumptions</u>	I am aware of the assumptions that I hold about people of cultures different from my own.				
<u>Reflect on how my culture informs my judgement</u>	I am aware of how my cultural perspective influences my judgment about what are 'appropriate', 'normal', or 'superior' behaviors, values, and				

	communication styles.				
<u>Accept ambiguity</u>	I accept that in cross cultural situations there can be uncertainty and that uncertainty can make me anxious. It can also mean that I do not respond quickly and take the time needed to get more information.				
<u>Be curious</u>	I take any opportunity to put myself in places where I can learn about difference and create relationships				
<u>Aware of the privileges that I have</u>	I recognize that if I am white that I have racial power and privileges that people of color do not. Or I recognize that if I am middle class or well off that I can afford to pay for things others may not				
		1pts x	2pts x	3pts x	4pts x

Continue Below

Knowledge

Knowledge		Never	Sometimes	Fairly Often/Pretty well	Always/Very Well
<u>Gain from my mistakes</u>	I will make mistakes and will learn from them				
<u>Assess the limits of my knowledge</u>	I will recognize that my knowledge of certain cultural groups is limited and commit to creating opportunities to learn more				
<u>Ask questions</u>	I will really listen to the answers before asking another question				
<u>Acknowledge the power of difference</u>	I know that differences in color, culture, ethnicity etc. are important parts of an individual's identity which they value and so do I. I will not hide behind the claim of "color blindness".				
<u>Understand the difference culture can have</u>	I recognize that cultures change over time and can vary from person to person, as does attachment to culture				
<u>Commit to life long learning</u>	I recognize that achieving cultural competence involves a commitment to learning over a life -time				
<u>Understand the impact of discrimination, racism, sexism.</u>	I recognize that stereotypical attitudes and discriminatory				

<u>homophobia...</u>	actions can dehumanize, even encourage violence against individuals because of their membership in groups which are different from myself				
<u>Know my own family history</u>	I know my family's ancestral roots and the stories of our immigration to where we live now				
<u>Know my own limitations</u>	I continue to develop my capacity for assessing areas where there are gaps in my knowledge				
		1pts x	2pts x	3pts x	4pts x

Continue Below

Skills

Skills		Never	Sometimes	Fairly Often/Pretty Well	Always/Very Well
<u>Adapt to different situations</u>	I am developing ways to interact respectfully and effectively with individuals and groups				
<u>Challenges discriminatory and or racist behavior</u>	I can effectively intervene when I observe others behaving in a racist and/or discriminatory manner.				
<u>Communicate across cultures</u>	I am able to adapt my communication style to effectively communicate with people who communicate in ways that are different from my own.				

<u>Seek out situations to expand my skills</u>	I seek out people who challenge me to maintain and increase the cross -cultural skills I have.				
<u>Become engaged</u>	I am actively involved in initiatives, small or big, that promote understanding among members of diverse groups.				
<u>Act respectful in cross cultural situations</u>	I can act in ways that demonstrate respect for the culture and beliefs of others				
<u>Practice cultural protocols</u>	I am learning about and put into practice the specific cultural protocols and practices which are necessary for my work.				
<u>Act as an ally</u>	I advocate for others who come from different cultures and backgrounds other than my own				
<u>Be flexible</u>	I work hard to understand the perspectives of others and consult with my diverse colleagues 8 about culturally respectful and appropriate courses of action.				
<u>Be adaptive</u>	I know and use a variety of relationship building skills to create connections with people who are different from me.				
		1pts x	2pts x	3pts x	4pts x

This Cultural Humility and Competency Exercise was edited and adapted by Riverside County Peer Support from:

[cultural-competence-self-assessment-checklist.pdf](#)
[\(coloradoedinitiative.org\)](#)