

# KNOWLEDGE & COMPETENCIES

	<b>Emerging</b>	<b>Developing</b>	<b>Developing</b>	<b>Transforming</b>
	<b>Introduction</b>	<b>1 (Intermediate)</b>	<b>2 (Intermediate)</b>	<b>Advanced</b>
<b>Self-Awareness (knowledge/attitude)</b>	Demonstrates minimal awareness of own cultural rules, assumptions and biases (even those shared with own cultural group(s)) (e.g. uncomfortable with identifying possible cultural differences with others.)	Demonstrates ability to identify own cultural rules, assumptions and biases (e.g. with a strong preference for those rules shared with own cultural group and seeks the same in others.)	Recognizes new perspectives about own cultural rules and biases (e.g. not looking for sameness; comfortable with the complexities that new perspectives offer.)	Articulates insights into own cultural rules and biases (e.g. seeking complexity; aware of how their experiences have shaped these rules, and how to recognize and respond to cultural biases, resulting in a shift in self-description.)
<b>Empathy &amp; Culture (knowledge/attitude)</b>	Demonstrates minimal understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices. Views the experience of others but does so through own cultural worldview.	Demonstrates partial understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices. Views the experience of others but does so through own cultural worldview.	Demonstrates adequate understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices. Recognizes intellectual and emotional dimensions of more than one worldview and sometimes uses more than one worldview in interactions.	Demonstrates sophisticated understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices. Interprets intercultural experience from the perspectives of own and more than one worldview and demonstrates ability to act in a supportive manner that recognizes the feelings of another cultural group.
<b>Advocacy &amp; Intervention (knowledge/skill)</b>	Demonstrates minimal interest in developing knowledge and self-awareness to make culturally appropriate interventions.	Asks simple or surface questions to develop knowledge and awareness to make culturally appropriate interventions.	Asks deeper questions of self and about other cultures and sees out answers to these questions.	Asks complex questions of self and about other cultures, seeks out and articulates answer to these questions that reflect multiple cultural perspectives.
<b>Interpersonal &amp; Social Dynamics (attitude/skill)</b>	Demonstrates minimal level of understanding of cultural differences in verbal and nonverbal communication; is unable to negotiate a shared understanding	Identifies some cultural differences in verbal and nonverbal communication and is aware that misunderstandings can occur based on those differences but is still unable to negotiate a shared understanding.	Recognizes and participates in cultural differences in verbal and nonverbal communication and begins to negotiate a shared understanding based on those differences.	Articulates a complex understanding of cultural differences in verbal and nonverbal communication (e.g., demonstrates understanding of the degree to which people use physical contact while communicating in different cultures or use direct/indirect and explicit/implicit meanings) and is able to skillfully negotiate a shared understanding based on those differences).