

## **Cultural Proficiency Continuum**

**Cultural Destructiveness:** Using one's power to eliminate the culture of another.

**Cultural Incapacity:** Believing in the superiority of one's own culture and behaving in such a way to disempower another's culture.

**Cultural Blindness:** Acting as if cultural differences don't matter or as if you don't see them.

**Cultural Pre-competence:** Awareness of the limitations one's skills or an organization's practices when interacting with other cultural groups.

**Cultural Competence:** Recognize differences, choose to accept and understand different cultures.

**Cultural Proficiency:** See the differences, willing to learn and adapt to different cultures.

