

Chapter 10

HANDOUT

Closing Agreement (with myself)

I, _____,

(Write your name above the line)

recognize that it is natural to have difficulty understanding people who are from different cultures.

I give myself permission to struggle with the issues of cultural differences and to be open about my thoughts and feelings about them.

I recognize that I am a product of my culture, background, upbringing, and experiences, and that "I am who I am." I do not have to feel guilty about how my culture may have impacted me, but I do take responsibility for:

- Learning as much as I can about how cultures impact behavior
- Challenging myself to explore my own assumptions about cultural differences
- Striving to apply the concepts and skills that help me work more effectively with others without regard to cultural differences

I also recognize that learning, growth, and change are difficult. I don't have to be perfect. Instead, I will be energized by the hope, fun, and experiences involved in gaining cross cultural skills. I commit to doing my best to achieve my goals and implement my personal practice for gaining global competence.

Signature

HANDOUT

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Gathering Personal and Professional Dreams and Opportunities

Please respond to the following questions:

- Start with a wish list. What do you wish most for yourself? For the people in your life?
- What professional roles or jobs do you want to hold?
- What alternative career paths have you dreamed about?
- If you could do anything with your career, what would you do?
- What cultures do you want to experience? Why? How do you think this would change you?
- If you could go anywhere, where would it be? (Pick your top five.) Why? How do you think this would change you?
- What other experiences do you want to have in your life?
- What new things do you want to learn, such as activities, knowledge areas, or emotional/psychological development?
- What other feelings do you want to experience in your life?
- What other moments do you still want to have, know, experience?

Now propel yourself forward to the last year of your life. What do you want to do with this year? What, if anything, have you missed? What would make you feel more fulfilled, more alive, more “full,” and more human?

Next, propel yourself even further forward to the last week of your life. Turn around and look back. Reflect on all the small or big, inspiring or sweet, awesome or simple things that you have experienced. What other moments do you still want to experience? What else do you just not want to miss in this lifetime?

When your list is complete, circle the items that have to do with meeting people, traveling, or experiencing something in another part of the world. Think deeply about how these experiences may help you to live a more culturally aware life, beginning today.

Appendix 10.1: Gathering Workshop Accomplishments

- List your initial personal goals for the workshop or program:

1.

2.

3.

4.

5.

- List your initial professional goals for the workshop or program:

1.

2.

3.

4.

5.

- List the major areas of knowledge about *culture* that you gained in the workshop or program. In columns 2 and 3, use the following 6-point scale to rate what level of competence you had before the workshop began, and what level of competence you have now. In the last column, mark if you need to learn more in this particular area to achieve your goals.

- 1 = Cultural destructiveness
- 2 = Cultural incapacity
- 3 = Cultural blindness
- 4 = Cultural pre-competence
- 5 = Cultural competence
- 6 = Cultural proficiency

Area of Content	Competence Level Before Workshop	Competence Level Today	More Work to Be Done?

Area of Content	Competence Level Before Workshop	Competence Level Today	More Work to Be Done?

- List the major areas of knowledge and skills in *cross cultural awareness* that you gained in the workshop or program. In columns 2 and 3, use the following 6-point scale to rate what level of competence you had before the workshop began, and what level of competence you have now. In the last column, mark if you need to learn more in this particular area to achieve your goals.

- 1 = Cultural destructiveness
- 2 = Cultural incapacity
- 3 = Cultural blindness
- 4 = Cultural pre-competence
- 5 = Cultural competence
- 6 = Cultural proficiency

Area of Content	Competence Level Before Workshop	Competence Level Today	More Work to Be Done?

Area of Content	Competence Level Before Workshop	Competence Level Today	More Work to Be Done?

- List the major areas of ability and knowledge in *cross cultural skills* that you gained in the workshop or program. In columns 2 and 3, use the following 6-point scale to rate what level of competence you had before the workshop began, and what level of competence you have now. In the last column, mark if you need to learn more in this particular area to achieve your goals.

- 1 = Cultural destructiveness
- 2 = Cultural incapacity
- 3 = Cultural blindness
- 4 = Cultural pre-competence
- 5 = Cultural competence
- 6 = Cultural proficiency

Area of Content	Competence Level Before Workshop	Competence Level Today	More Work to Be Done?

Area of Content	Competence Level Before Workshop	Competence Level Today	More Work to Be Done?

- List the major areas of knowledge and skills in *cross cultural values* that you gained in the workshop or program. In columns 2 and 3, use the following 6-point scale to rate what level of competence you had before the workshop began, and what level of competence you have now. In the last column, mark if you need to learn more in this particular area to achieve your goals.

- 1 = Cultural destructiveness
- 2 = Cultural incapacity
- 3 = Cultural blindness
- 4 = Cultural pre-competence
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Area of Content	Competence Level Before Workshop	Competence Level Today	More Work to Be Done?

Area of Content	Competence Level Before Workshop	Competence Level Today	More Work to Be Done?

- List the major areas of knowledge and skills in *cross cultural negotiation* that you gained in the workshop or program. In columns 2 and 3, use the following 6-point scale to rate what level of competence you had before the workshop began, and what level of competence you currently have now. In the last column, mark if you need to learn more in this particular area to achieve your goals.

- 1 = Cultural destructiveness
- 2 = Cultural incapacity
- 3 = Cultural blindness
- 4 = Cultural pre-competence
- 5 = Cultural competence
- 6 = Cultural proficiency

Area of Content	Competence Level Before Workshop	Competence Level Today	More Work to Be Done?

Area of Content	Competence Level Before Workshop	Competence Level Today	More Work to Be Done?

Appendix 10.2: The Power of Relationships

Handout

*He who is different from me does not impoverish me — he enriches me.
Our unity is constituted in something higher than ourselves — in
Man ... For no man seeks to hear his own echo, or to find his reflection in
the glass.*

—Antoine de Saint-Exupéry

*Christian, Jew, Muslim, shaman, Zoroastrian, stone, ground, mountain,
river, each has a secret way of being with the mystery, unique and not to
be judged.*

—Jelalludin Rumi (1207–1273)

Strength lies in differences, not in similarities.

—Stephen R. Covey (1932–2012)

*At bottom every man knows well enough that he is a unique being, only
once on this earth; and by no extraordinary chance will such a marvelously
picturesque piece of diversity in unity as he is, ever be put together a second
time.*

—Friedrich Nietzsche, “Untimely Meditations” from
Schopenhauer as Educator (1876)

*All the diversity, all the charm, and all the beauty of life are made up of
light and shade.*

—Leo Tolstoy, *Anna Karenina* (1877)

*There are not more than five musical notes, yet the combinations of these
five give rise to more melodies than can ever be heard.*

*There are not more than five primary colors, yet in combination they pro-
duce more hues than can ever been seen.*

*There are not more than five cardinal tastes, yet combinations of them yield
more flavors than can ever be tasted.*

—Sun Tzu, *The Art of War*

Diversity and independence are important because the best collective decisions are the product of disagreement and contest, not consensus or compromise.

—James Surowiecki, *The Wisdom of Crowds* (2004)

Diversity may be the hardest thing for a society to live with, and perhaps the most dangerous thing for a society to be without.

—William Sloane Coffin Jr.¹¹

We are all the same and we are all different. What great friends we will be.

—Kelly Moran, *The Tiny Caterpillar and the Great Big Tree* (2009)

The world in which you were born is just one model of reality. Other cultures are not failed attempts at being YOU: they are unique manifestations of the human spirit.

—Wade Davis¹²

Once the realization is accepted that even between the closest human beings infinite distances continue, a wonderful living side by side can grow, if they succeed in loving the distance between them which makes it possible for each to see the other whole against the sky.

—Rainer Maria Rilke (1875–1926)

11. Source: Retrieved from http://www.searchquotes.com/quotation/Diversity_may_be_the_hardest_thing_for_a_society_to_live_with,_and_perhaps_the_most_dangerous_thing_/342094/. Accessed on October 20, 2014.

12. Retrieved from <http://www.goodreads.com/quotes/33654-the-world-in-which-you-were-born-is-just-one>. Accessed on November 7, 2014.

Appendix 10.3: The Gifts of Travel Handout

The world is a book and those who do not travel read only one page.

—Augustine of Hippo (354–430 CE)

In books I have traveled, not only to other worlds, but into my own.

—Anna Quindlen, *How Reading Changed My Life* (1998)

Keep your language. Love its sounds, its modulation, its rhythm. But try to march together with men of different languages, remote from your own, who wish like you for a more just and human world.

—Hélder Câmara, *Spiral of Violence* (1971)

Not all those who wander are lost.

—J. R. R. Tolkien, *The Fellowship of the Ring* (1954)

Why do you go away? So that you can come back. So that you can see the place you came from with new eyes and extra colors. And the people there see you differently, too. Coming back to where you started is not the same as never leaving.

—Terry Pratchett, *A Hat Full of Sky* (2004)

I travel not to go anywhere, but to go. I travel for travel's sake. The great affair is to move.

—Robert Louis Stevenson, *Travels with a Donkey in the Cevennes* (1879)

I am not the same having seen the moon shine on the other side of the world.

—Mary Anne Radmacher, *She: A Celebration of Greatness in Every Woman* (2013)

Travel makes one modest. You see what a tiny place you occupy in the world.

—Gustave Flaubert (1821–1880)

The journey of a thousand miles begins with a single step.

—Laozi (604 BCE–531 BCE)

—Robert Louis Stevenson,
*Travels with a Donkey in
the Cevennes* (1879)

It is good to have an end to journey toward; but it is the journey that matters, in the end.

—Ernest Hemingway (1899–1961)

Travel is fatal to prejudice, bigotry, and narrow-mindedness, and many of our people need it sorely on these accounts. Broad, wholesome, charitable views of men and things cannot be acquired by vegetating in one little corner of the earth all one's lifetime.

—Mark Twain, *The Innocents Abroad/Roughing It* (1869)

The real voyage of discovery consists not in seeking new landscapes, but in having new eyes.

—Marcel Proust, paraphrased from Volume 5
“The Prisoner” in *Remembrance of Things
Past* (1927)

Travel brings power and love back into your life.

—Jelalludin Rumi (1207–1273)

We travel, some of us forever, to seek other states, other lives, other souls.

—Anaïs Nin, *The Diary of Anaïs Nin*
(Vol. 7, 1966–1974)

*Read. Read. Read. Just don't read one type of book. Read different books
by various authors so that you develop different style.*

—R. L. Stine¹³

13. Retrieved from <http://www.goodreads.com/quotes/39147-read-read-read-just-don-t-read-one-type-of-book>. Accessed on October 28, 2014.

Travel far enough, you meet yourself.

—David Mitchell, *Cloud Atlas* (2004)

Travel brings power and love back into your life.

—Jelalludin Rumi (1207–1273)

Every dreamer knows that it is entirely possible to be homesick for a place you've never been to, perhaps more homesick than for familiar ground.

—Judith Thurman, *The Hand of Distance* (1987)

It's a dangerous business, Frodo, going out your door. You step onto the road, and if you don't keep your feet, there's no knowing where you might be swept off to.

—J. R. R. Tolkien, *The Lord of the Rings* (1954)

Appendix 10.4: The Insights of Place Handout

Wide differences of opinion in matters of religious, political, and social belief must exist if conscience and intellect alike are not to be stunted, if there is to be room for healthy growth.

—Theodore Roosevelt, *Citizenship in a Republic*, Paris,
April 23, 1910, *The Man in the Arena*:
Speeches and Essays by Theodore Roosevelt

It is never too late to give up your prejudices.

—Henry David Thoreau, *Walden* (1854)

Empathy and a huge imagination explain a lot of mysteries in the universe.

—Shannon L. Alder¹⁴

If we cannot end now our differences, at least we can help make the world safe for diversity.

—John F. Kennedy, American University's Spring
Commencement on June 10, 1963

“Controversial” as we all know, is often a euphemism for “interesting and intelligent.”

—Kevin Smith¹⁵

Dominator culture has tried to keep us all afraid, to make us choose safety instead of risk, sameness instead of diversity. Moving through that fear, finding out what connects us, revelling in our differences; this is the process that brings us closer, that gives us a world of shared values, of meaningful community.

—bell hooks, *Teaching Community: A Pedagogy of Hope* (2003)

14. Retrieved from <http://www.goodreads.com/quotes/1066051-empathy-and-a-huge-imagination-explain-a-lot-of-mysteries>. Accessed on October 20, 2014.

15. Retrieved from <http://www.goodreads.com/quotes/23449-controversial-as-we-all-know-is-often-a-euphemism-for>. Accessed on October 20, 2014.

The plague of mankind is the fear and rejection of diversity: monotheism, monarchy, monogamy and, in our age, monomedicine. The belief that there is only one right way to live, only one right way to regulate religious, political, sexual, medical affairs is the root cause of the greatest threat to man: members of his own species, bent on ensuring his salvation, security, and sanity.

—Thomas Stephen Szasz (1920–2012)

I have a self-made quote: Celebrate diversity, practice acceptance and may we all choose peaceful options to conflict.

—Donzella Michele Malone¹⁶

16. Retrieved from <http://www.zeequotes.com/quotes/9839/>. Accessed on October 20, 2014.