

Portfolio of individual assignments

The individual assignments form a portfolio that is graded as a whole. The following criteria are used to assess the portfolio:

- Attitudes of respect, openness and curiosity:** demonstrates valuing different cultures and diversity and seeking out new perspectives and knowledge (open to learning).
- Deep cultural knowledge:** Demonstrates a sophisticated understanding of the impact of culture.
- Cultural self awareness:** Articulates insights into own cultural values, behaviors and biases (e.g. seeking complexity; aware of how her/ his experiences have shaped these values, recognizes cultural biases).
- Observation & listening skills:** demonstrates strong observation/listening skills to unlock meaning.
- Verbal & non-verbal communication:** recognize and articulate an understanding of cultural elements of verbal and nonverbal communication.
- Suspending judgment:** suspend/withhold judgment in valuing intercultural situations.
- Analyzing and interpreting skills:** demonstrates ability to analyze and interpret intercultural situations.
- Culture-specific knowledge:** Demonstrates knowledge of elements important to members of another culture (e.g. values, communication styles, beliefs, practices, economy, history, politics).
- Understanding others' cultural perspective (empathy):** Demonstrates ability to view and interpret the experiences and behaviors of others through multiple cultural worldviews.
- Bridging cultures:** demonstrates meaningful bridges that leverage differences and similarities and connect values. Evenly balanced (two-way) for the situation. Also includes strong systemic, structural or organizational bridges.

The rubric and learning outcomes were adapted from Deardorff (2006) and the Association of American Colleges and Universities (AAC&U) Intercultural Knowledge and Competence VALUE Rubric, retrieved from <https://www.aacu.org/value-rubrics>

Assignment 1: Cultural self awareness

Cultural self awareness is a part of intercultural competence (Deardorff, 2004). Cultural self awareness is recognizing the ways in which one's own worldview is reflective to some extent of the group of people with whom one interacts (Bennett, 2009).

Specific learning outcomes:

- recognize and reflect on own cultural values, beliefs, and behaviours
 - articulate how cultural forces within one's upbringing and experiences have shaped own worldview
 - recognize cultural biases
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- For this assignment, go to the Self Discovery package in Cultural Detective Online. <https://www.culturaldetective.com/cdonline/packages/view/72/1>
 - Create your own values lense (5-6 values) using the tool (via My Values, Discover my values). Print screen your lens (via My Values, My Lens) into the assignment.
 - Answer the following questions (indication: 500-750 words):
 - For three values: give and explain a behavior/preference you have that reflects this value (1 behavior per value).
 - For three values: reflect on where this value came from. Which cultural group that you belong to do you share this value with? You may use the Cultural Detective to compare lenses (e.g. look at the lense of your national culture, generation, gender, religion) or use information from this week's articles & video about cultural values or other reliable sources you have found. Explain your answer.
 - For two values: what is a positive and a negative perception of this value?
 - What have you learned from this assignment?

Assignment 2: Observing & Listening Skills

Observing and listening are two important skills of intercultural competence (Deardorff, 2004) that this assignment will focus on.

Specific learning outcomes:

- employ listening and observation skills to unlock meaning
- recognize and articulate an understanding of cultural elements of verbal and nonverbal communication
- acquire and articulate culture-specific knowledge

Assignments created by Pauline Vromans (2019)

- Choose a social setting that is new to you (e.g. a religious gathering, a sports class, a social gathering, a market, a neighborhood).
- Observe for approx. one hour, focusing on cultural behavior and artifacts. What are people doing? What is their verbal communication? (even if you do not understand the language you can observe if people speak loudly or softly, speak a lot or a little). What is their non-verbal behavior? (e.g. gestures, greetings, facial expressions). What patterns in people's behavior do you notice? What are people using and how are they using these artifacts? How are people dressed? Record your observations by taking notes. If it is too distracting for yourself or others to make detailed notes in the social setting, write down key words and work out the notes immediately afterwards. It may be helpful to use terms/concepts from the articles/seminar but you can also use your own words.
- Write a report on your observations (indication: approx. 750 words). Give a detailed account of your observations. Make and explain a few inferences about cultural knowledge based on your observations. You may connect this to information from sources (e.g. articles, Cultural Detective, seminar content).

Assignment 3: Incident Analysis

This assignment focuses on the intercultural competence components of suspending judgment, analyzing and interpreting, understanding others' worldview/culture, culture-specific knowledge and bridging cultures (Deardorff, 2004).

Specific learning outcomes:

- Demonstrates ability to analyze and interpret intercultural situations
- Demonstrates ability to suspend judgment
- Demonstrates knowledge of elements important to members of another culture (e.g. values, communication styles, beliefs, practices, economy, history, politics).
- Demonstrates ability to view and interpret the experiences and behaviors of others through multiple cultural worldviews.
- Demonstrates meaningful bridges that leverage differences and similarities and connect values. Evenly balanced (two-way) for the situation. Also includes strong systemic, structural or organizational bridges.

- Choose an incident from the Cultural Detective (NOT an incident that was discussed in class). Fill out the worksheet for the chosen incident.
- **Describe the key words and actions** (include the behaviors that make a difference and both sides evenly represented).
- Use the Cultural Detective method to **analyze and explain the situation** in terms of the different cultural perspectives involved (using the value lenses, country packages, course materials and own insights). In addition to national background,

you may also include other layers of culture, e.g. religion, gender. Be sure to provide arguments and evidence for how observed behavior may be linked to values. Also pay attention to the role of perceptions.

- Come up with at least three two-way **bridges to the situation** (both individual/interpersonal and organizational/systems level solutions) that leverage differences and similarities and connect values. Be sure to analyze and explain the effectiveness of each response.
- Explain what broader insights you have gained from this incident and the Cultural Detective. What have you learned from this incident? (you can add this part to the cultural bridges section of the worksheet)

Assignment 4: Teamwork process reflection

All learning outcomes/elements of intercultural competence can be relevant in this assignment.

- It is useful to keep notes throughout the course on the interactions and dynamics in your multicultural team.
- Write a reflection (approx. 1000 words) on the group process of your team:
 - Describe several aspects of the team experience: Describe what went well and what did not go well. How did you and others respond?
 - For each aspect, analyze WHY it went well or did not go well. Show how course content (seminar content, concepts, articles) can be applied or helped you understand what happened. To what insights did you come?
 - What would you do again in the future? Give arguments and examples.
 - What would you do differently? Provide suggestions to improve the effectiveness of the team. Use what you learned in the course.
 - Overall, what did you learn from this process?