

# The Cultural Proficiency Continuum

There are six points along the cultural proficiency continuum that indicate how people see and respond to difference:

Cultural Destructiveness. See the difference, stomp it out. Negating, disparaging, or purging cultures that are different from your own.

Cultural Incapacity. See the difference, make it wrong. Elevating the superiority of your own cultural values and beliefs and suppressing those of cultures that are different from your own.

Cultural Blindness. See the difference, act as if you don't. Acting as if the cultural differences you see do not matter, or not recognizing that there are differences among and between cultures.

Cultural Pre-competence. See the differences, respond inadequately. Recognizing that lack of knowledge, experience, and understanding of other cultures limits your ability to effectively interact with them.

Competence. See the difference, understand the difference that difference makes. Interacting with other cultural groups in ways that recognize and value their differences.

Cultural Proficiency. See the difference and respond. Honoring the differences among cultures, viewing diversity as a benefit, and interacting knowledgeably and respectfully among a variety of cultural groups.