

	Level One (Denial)	Level Two (Polarization/Reversal)	Level Three (Minimization)	Level Four (Acceptance)
Notable characteristics	<ul style="list-style-type: none"> Limited perceptions of cultural difference. Disinterest in or avoidance of difference. Strong traditional worldview. Often expresses benign stereotypes or superficial tolerance. 	<ul style="list-style-type: none"> Grounded in a sense of “us” & “them.” Sense of superiority of one group. Overt negative stereotyping. Often resents attention paid to “them.” May be “flipped”: Very critical of home culture’s perceived faults & prone to idealizing a contrasting culture. 	<ul style="list-style-type: none"> Familiar with patterns of cultural difference but focuses on unifying frameworks. Conflict averse. Actively seeks commonality. Unintentionally stereotypes. Easily overestimates own cultural sensitivity or competence. 	<ul style="list-style-type: none"> Appreciates complexity of cultural difference & is committed to learning more about it. Often unsure of how to appropriately & authentically adapt to cultural differences while staying true to own values and beliefs.
Assumption(s) of this stage	<ul style="list-style-type: none"> “Cultural differences don’t really matter” OR “It’s okay to ignore culture” OR “Culture is not relevant to this situation.” 	<ul style="list-style-type: none"> “‘They’ (person/s in the outgroup) need to learn to respect superiority of ‘our’ beliefs” OR “Folks in my home culture really have a lot to learn from the wonderful people in my new cultural setting.” 	<ul style="list-style-type: none"> “If we focus on common needs & solutions, we will all get along fine.” “Talking about difference threatens group harmony.” 	<ul style="list-style-type: none"> “I need to be very flexible in order to avoid offending or discriminating against cultural others.”
Issue to be resolved	<ul style="list-style-type: none"> Inability to conceive or construe differences as anything other than personal variation OR Emotional inability to reckon with the harm of being seen as “different” (usually around racial identity). 	<ul style="list-style-type: none"> “Siege” mentality when confronted with difference. Binary view of things (e.g., “You are either with us or against us”). There is no neutral position. 	<ul style="list-style-type: none"> Gaining understanding of one’s own behavior as shaped by culture. Unfamiliarity with frameworks for understanding cultural differences (culture general). 	<ul style="list-style-type: none"> How to translate understanding of cultural difference into intercultural effectiveness without giving up (or “betraying”) one’s own values & principles.
To support the Learner	<ul style="list-style-type: none"> Provide objective tips & tricks for adaptation & culture-specific info. Embed differences in <u>non-threatening contexts</u>. Illustrate ideas with user-friendly activities. 	<ul style="list-style-type: none"> Avoid excessive or high-stakes cultural contrasts. Provide reassurance & structured opportunities to share concerns about difference. Support statements of pride in one’s cultural group (or adopted culture). Focus curiosity on in-group. 	<ul style="list-style-type: none"> Provide content on minor, subjective cultural difference such as nonverbal behavior & communication styles. Distinguish culture/race/ethnicity & stereotypes vs. generalizations. Focus on self-awareness 	<ul style="list-style-type: none"> Provide elaboration of culture-general categories for cultural contrast. Make <u>contrast</u> the focus while deepening cultural self-awareness. Prepare learners for frame-of-reference shifting.
To challenge the Learner	<ul style="list-style-type: none"> Arouse curiosity. Facilitate structured contact with difference. 	<ul style="list-style-type: none"> Stress team building & cooperative activities. Help learner identify transferable skills for dealing w/difference such as emotional resilience & mindfulness. 	<ul style="list-style-type: none"> Provide ways of understanding values & beliefs of <u>self</u> & others. Provide ways to explore difference. 	<ul style="list-style-type: none"> Build on enthusiasm for difference by seeking more profound contrasts. Provide opportunities for behavioral practice.
Stage-appropriate Skills	<ul style="list-style-type: none"> Initiative to seek info about & explore culture. Trust, friendliness, & cooperation. Ability to “see” difference. 	<ul style="list-style-type: none"> Tolerance & patience in the face of difference. Ability to find & recognize commonalities. Discipline to manage anxiety about change. Ability to be non-judgmental. 	<ul style="list-style-type: none"> Knowledge of cultural general frameworks & self-awareness. Listening & observation skills. Ability to be non-judgmental. 	<ul style="list-style-type: none"> Cognitive flexibility. Contextual knowledge of other cultures & respect for values. Tolerance of ambiguity.

Stage	Facet of ICL	Activity Title	More Info (including lesson plan or link to description)
Denial	Curiosity	Grocery Store Ethnography	https://hubicl.org/toolbox/tools/32
	Communication	Pacing	https://hubicl.org/toolbox/tools/57
	Openness	By the Numbers	https://hubicl.org/toolbox/tools/14
	Self-Awareness	Emotional Resilience Worksheet	https://hubicl.org/toolbox/tools/499
Polarization	Curiosity	Team Tally	https://hubicl.org/toolbox/tools/824
	Self-Awareness	Emotional Resilience Worksheet	https://hubicl.org/toolbox/tools/499
	Communication	One-Way, Two-Way Communication	https://hubicl.org/toolbox/tools/54
	Openness	Open Their Fists	https://hubicl.org/toolbox/tools/241
Minimization	Self-Awareness	Core Culture Values and Culture Mapping	https://hubicl.org/toolbox/tools/363
	Self-Awareness	Adapt or Be Yourself?	https://hubicl.org/toolbox/tools/469
	Communication	Culture Shock	https://hubicl.org/toolbox/tools/22
	Curiosity	Anthropologist's Game	https://hubicl.org/toolbox/tools/781
	Openness	Dividing the Spoils	https://hubicl.org/toolbox/tools/27
Acceptance	Self-Awareness	Adapt or Be Yourself?	https://hubicl.org/toolbox/tools/469
	Empathy	Barbie Savior: A Lesson in Intercultural Empathy	https://hubicl.org/toolbox/tools/568
	Worldview	Ethical Photography & Community-Engaged Global Learning	https://hubicl.org/toolbox/tools/548
	Openness	Photo Analysis	https://hubicl.org/toolbox/tools/750

Note: All of the above suggested activities come with either a lesson plan or a link to a full description of the activity. All of them advance group-oriented learning, while at the same time being particularly *developmental* for learners at the identified stage of intercultural effectiveness.