**INTERCULTURAL COMPETENCE**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 4 | 3 | 2 | 1 |
| **Knowledge of own culture** | Articulates insights into own cultural rules and biases; aware of how one’s culture shapes his/her world views; recognizes cultural biases | Recognizes new perspectives about own cultural rules and biases | Identifies own cultural rules and biases (e.g. with a strong preference for those rules shared with own cultural group and seeks the same in others.) | Shows minimal awareness of own cultural rules and biases (even those shared with own cultural group(s)) (e.g. uncomfortable with identifying possible cultural differences with others.) |
| **Knowledge of other cultures** | Demonstrates sophisticated understanding of the complexity of elements important to members of another culture | Demonstrates adequate understanding of the complexity of elements important to members of another culture | Demonstrates partial understanding of the complexity of elements important to members of another culture | Demonstrates surface understanding of the complexity of elements important to members of another culture |
| **Application of Diverse Cultural Views to Analyze Issues and Solve Problems** | Applies knowledge and skills to implement sophisticated, appropriate, and workable solutions to complex problems using diverse cultural perspectives. | Plans and evaluates more complex solutions to global/domestic challenges that are appropriate to their contexts using multiple cultural perspectives. | Formulates practical yet elementary solutions to global/domestic challenges using at least two cultural perspectives | Defines global/domestic challenges in basic ways, relying primarily on one’s own cultural view |
| **Communication** | Articulates a complex understanding of cultural differences in verbal and nonverbal communication; is able to skillfully negotiate a shared understanding based on those differences. | Recognizes and participates in cultural differences in verbal and nonverbal communication and begins to negotiate a shared understanding based on those differences. | Identifies some cultural differences in verbal and nonverbal communication and is aware that misunderstandings can occur based on those differences but is still unable to negotiate a shared understanding. | Has a minimal level of understanding of cultural differences in verbal and nonverbal communication; is unable to negotiate a shared understanding. |
| **Curiosity** | Asks complex questions about other cultures, seeks out and articulates answers to these questions that reflect multiple cultural perspectives. | Asks deeper questions about other cultures and seeks out answers to these questions. | Asks simple or surface questions about other  cultures. | States minimal interest in learning more about other cultures. |
| **Openness** | Initiates and develops interactions with culturally different others. Suspends judgment in valuing her/his interactions with culturally different others. | Begins to initiate and develop interactions with culturally different others. Begins to suspend judgment in valuing her/his interactions with culturally different others. | Expresses openness to most, if not all, interactions with culturally different others. Has difficulty suspending any judgment in her/his interactions with culturally different others, and is aware of own judgment and expresses a willingness to change. | Receptive to interacting with culturally different others. Has difficulty suspending any judgment in her/his interactions with culturally different others, but is unaware of own judgment. |