



Introduction:

This activity introduces the five mindsets of the Intercultural Development Continuum and provides you with an opportunity to practice identifying where example passages fall on the continuum.

Participant Instructions:

1. The facilitator will introduce and explain the five mindsets (Denial, Polarization, Minimization, Acceptance, Adaptation) and The Intercultural Development Continuum (IDC).
2. You will then receive one paragraph, labeled only with a letter.
3. Read your paragraph then walk to the Mindset sign that you believe best fits your assigned description.

Note: Don't worry if you are not sure – give it your best effort!

4. From here, you will go around the room and each participant will describe the key phrases that led them to select that Mindset. The facilitator will reveal the correct answers.
5. If you selected the wrong mindset, select a new group before moving on.
6. Debrief with the following questions:
 - How did you feel during this activity?
 - Which mindset do you resonate with most?
 - What if you applied the Mindsets activity to varying perspectives on a current event or a situation at work or in your personal life?
 - What did you learn from this activity?
 - How will you apply what you learned to everyday situations?