

Introduction:

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

Facilitator Notes:

There is a video modeling this activity in [Links](#). The relevant portion begins at 7 minutes and ends at approximately 15 minutes.

Objectives:

As a result of this activity, participants will be able to:

1. Articulate the definitions of the five stages on the Intercultural Development Continuum (IDC).
2. Analyze passages to identify IDC stages.

Time:

25 minutes.

Group Size:

Entire Group.

Materials:

Copies of the 5 Mindset Paragraphs – enough for each participant to have one paragraph (in [Links](#)); IDI Stage signs (in [Downloads](#)); and tape.

Intercultural Development Continuum Stages:

- Denial
- Polarization
- Minimization
- Acceptance

Activity Instructions:

1. Before the activity, hang the Mindset signs around the room.
2. Introduce the five mindsets (Denial, Polarization, Minimization, Acceptance, Adaptation) and The Intercultural Development Continuum (IDC). Explain the meaning of each mindset and the differences between the stages.
3. Distribute copies of the Mindsets Paragraph. Each participant should receive one paragraph, labeled only with a letter.
4. Ask each participant to read their paragraph then walk to the Mindset sign that they believe best fits their assigned description. If participants go to the wrong Mindset group, that is okay at this stage.
5. Once all participants have selected a Mindset sign, go through each paragraph by letter. Ask the participants under each letter to describe the key phrases that lead them to select that



Mindset. Follow this pattern with each mindset and correctly identify each mindset to the appropriate paragraph.

6. If a participant has selected the wrong mindset (and they frequently do), ask them to select a new group before moving on to the next paragraph discussion.
7. 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?