

Overview:

This rubric can be used as a formative assessment to set the tone for appropriate and effective behavior in any group of culture-crossers. It can also be used by an observer or instructor to grade behavior(s) of an individual or a group. Triangulation of observed behavior with expressed self-assessment can, in the hands of a good debriefer or coach, lead to strong "a-ha" moments.

Objectives:

This assessment measures:

1. Respect.
2. Openness.
3. Empathy and tolerance of ambiguity.

Background Information:

This rubric was adapted by Katherine N. Yngve, CILMAR, from Brent D. Rubin's (1976) article "Assessing Communication Competency for Intercultural Adaptation" (see citation below) and the [Intercultural Development Continuum](#).

Time:

30 minutes

Group Size:

Entire group

Materials:

The rubric (in [Downloads](#)).

Intercultural Development Continuum Stages:

- Denial
- Polarization
- Minimization
- Acceptance

AAC&U Intercultural Knowledge and Competence Goals:

Cultural Self-Awareness:

- To articulate insights into own cultural rules and biases (e.g., seeking complexity; aware of how their experiences have shaped these rules, and how to recognize and respond to cultural biases, resulting in a shift in self-description).

Openness:

- To initiate and develop interactions with culturally different others.
- To suspend judgment in valuing interactions with culturally different others.

Empathy

- To interpret intercultural experience from the perspectives of own and more than one worldview.
- To demonstrate ability to act in a supportive manner that recognizes the feelings of another cultural group.

Other Skills:

Friendship, Teamwork, Diversity & Inclusion, Leadership

Activity instructions:

The facilitator/instructor can use this rubric to assess a number of intercultural activities and experiences.

Related Tools:

Similar tools:

- [Intercultural Development Inventory](#)
- [Intercultural Development Orientations Classification Card Game](#)

Activity adapted by Katherine N. Yngve, CILMAR, from the following:

Ruben, B. D. (1976). Assessing communication competency for intercultural adaptation. *Group & Organization Studies*, 1(3), 334-354 & Intercultural Development Continuum, Bennett & Hammer, <https://idiinventory.com/products/the-intercultural-development-continuum-idc/> .