The Cultural Proficiency Continuum

There are six points along the cultural proficiency continuum that indicate how people see and respond to difference:

**Cultural Destructiveness.** See the difference, stomp it out. Negating, disparaging, or purging cultures that are different from your own.

**Cultural Incapacity.** See the difference, make it wrong. Elevating the superiority of your own cultural values and beliefs and suppressing those of cultures that are different from your own.

**Cultural Blindness.** See the difference, act as if you don’t. Acting as if the cultural differences you see do not matter, or not recognizing that there are differences among and between cultures.

**Cultural Pre-competence.** See the differences, respond inadequately. Recognizing that lack of knowledge, experience, and understanding of other cultures limits your ability to effectively interact with them.

**Competence.** See the difference, understand the difference that difference makes. Interacting with other cultural groups in ways that recognize and value their differences.

**Cultural Proficiency.** See the difference and respond. Honoring the differences among cultures, viewing diversity as a benefit, and interacting knowledgeably and respectfully among a variety of cultural groups.