

[Link](#) to interactive spiral metaphor:

Narrative description of spiral:

Progressive Path Towards Cross-Cultural Competence

The spiral diagram intends to show the repeating upward path of becoming cross-culturally competent. The path includes the steps of awareness, understanding, respect, valuing, adopting, and advocating. This pattern repeats, but at a higher level of consciousness after having gone through the process once. This explains the upward movement and widening of the spiral metaphor.

- 1. Awareness** – A person makes an intriguing discovery. It could be anything that is unique or unlike that which is familiar.
- 2. Understanding** – After considering the history and meaning of the discovery, and engaging in self-reflection, the discovery begins to make sense.
- 3. Respect** – While the discovery appears to be something new, it is actually an integral and meaningful part of another culture. This is the zone of acceptance.
- 4. Value** - This is the moment when the discovery is not only accepted, but appreciated.
- 5. Selective adoption** - The path to cultural competence and eventual transformation moves further up the spiral when an individual decides to selectively adopt certain norms, values, or characteristics from another culture. These new adopted norms become part of the individual's view of the world.
- 6. Advocacy** - A culturally competent individual opts to advocate for the norms of the adopted culture when encountering attitudes not sensitive to that culture. Advocacy can include supporting, promoting, defending, participating, campaigning, and/or educating others.