

Cultural Competence Self-assessment Skills Checklist

This self-assessment tool is designed to explore individual cultural competence. Its purpose is to help you to consider your skills in your interactions with others. Its goal is to assist you to recognize what you can do to become more effective in working and living in a diverse environment.

Read each entry in the section below and place a check mark in the appropriate column.

This is simply a tool and not a test. Remember that cultural competence is a process, and that learning occurs on a continuum and over a life time. You will not be asked to show anyone your answers unless you choose to do so. While you complete this assessment, stay in touch with your emotions and remind yourself that learning is a journey.

Skills

Never **Sometimes/ Occasionally** **Fairly Often/ Pretty Well** **Always/ Very Well**

| | | | | | |
|---|--|--|--|--|--|
| Adapt to different situations | I am developing ways to interact respectfully and effectively with individuals and groups. | | | | |
| Challenge discriminatory and/or racist behavior | I can effectively intervene when I observe others behaving in racist and/or discriminatory manner. | | | | |
| Communicate across cultures | I am able to adapt my communication style to effectively communicate with people who communicate in ways that are different from my own. | | | | |
| Seek out situations to expand my skills | I seek out people who challenge me to maintain and increase the cross-cultural skills I have. | | | | |
| Become engaged | I am actively involved in initiatives, small or big, that promote understanding among members of diverse groups. | | | | |
| Act respectfully in cross-cultural situations | I can act in ways that demonstrate respect for the culture and beliefs of others. | | | | |

| | | Never | Sometimes/ Occasionally | Fairly Often/ Pretty Well | Always/ Very Well |
|-----------------------------|---|-------|----------------------------|------------------------------|----------------------|
| Practice cultural protocols | I am learning about, and put into practice, the specific cultural protocols and practices which are necessary for my work. | | | | |
| Act as an ally | My colleagues who are people of color, consider me an ally and know that I will support them with culturally appropriate ways. | | | | |
| Be flexible | I work hard to understand the perspective of others and consult with my diverse colleagues about culturally respectful and appropriate courses of action. | | | | |
| Be adaptive | I know and use a variety of relationship building skills to create connections with people who are different from me. | | | | |

Reflection

At the end of each section add up the number of times you have checked that column

Multiple the number of times you have checked the columns by:

Never - 1

Sometimes/Occasionally - 2

Fairly Often/Pretty Well - 3

Always/Very Well - 4

The more points you have, the more culturally competent you are becoming.