

Pluricultural Competence in Action

Session 8: Cultural Competence

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Session objectives

This session aims to acquaint students with the concept of cultural intelligence that is essential to enable coping successfully with diverse manifestations in particular cultural and social settings. As a result, participants will foster their pluricultural repertoire and develop their pluricultural competence.

Key concepts

- Cultural competence
- Cultural awareness, sensitivity and adaptability

1 Group work - preparation

Form pairs, or groups of 3 and choose one of the topics to learn about and present.

- Cultural Competence:
 - What is it?
 - Cultural differences in etiquette and how they influence Social interaction
- Cultural awareness, sensitivity and adaptability
 - What are these concepts?
 - Why are they important?
 - How is it reflected in everyday social interaction in pluricultural environments?

Each group has a set of learning tasks to complete that include listening and reading tasks.

- Work together as a group to finish all the tasks.

- When you're ready, prepare a mini presentation for the other people in the class.
- The mini presentation should cover the following points:
 - a description of the main point(s) of the concept
 - some examples
- Prepare notes with the most important points to be able to cover key information and speak fluently.



Also, prepare a few questions for your audience to make sure they understood your presentation.

2 Group work – presentation

- Recreate groups so that there's at least one person knowledgeable about each concept.
- Take turns and present your concept.
- As you're listening to the presenters, take notes.
- You can ask them as many questions as you want to make sure you understand their presentation.



3 Class discussion

- Rearrange groups.
- In your group, discuss the following questions related to your topic:

Concept	Questions
Cultural Competence	<ul style="list-style-type: none"> - What does cultural competence mean, and why is it important in today's globalized world? - How can professionals develop cultural competence in their respective fields? - Can you provide an example where cultural competence improved an interaction or relationship? - What are some challenges in achieving cultural competence? - How can cultural competence be assessed or measured in an organization? - In what ways can cultural competence enhance teamwork and collaboration in a multicultural environment?
Cultural Awareness	<ul style="list-style-type: none"> - How would you define cultural awareness, and why is it a critical aspect of cultural competence? - What are some techniques for increasing cultural awareness in oneself and others? - Can you share a time when a lack of cultural awareness led to a misunderstanding or conflict? - How does cultural awareness contribute to more effective communication in diverse settings? - What role does education play in fostering cultural awareness? - How can organizations promote cultural awareness among their employees?
Cultural Sensitivity	<ul style="list-style-type: none"> - What is cultural sensitivity, and how does it differ from cultural awareness? - Why is cultural sensitivity crucial in building respectful and effective relationships? - Can you describe a situation where cultural sensitivity was particularly important? - What are some strategies for demonstrating cultural sensitivity in a professional setting? - How can cultural sensitivity impact patient care in healthcare settings? - What are the potential consequences of a lack of cultural sensitivity in a workplace? - What does cultural adaptability entail, and why is it essential in a multicultural environment?

Concept	Questions
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Cultural Adaptability

- How can individuals develop cultural adaptability skills?
- Can you provide an example where cultural adaptability led to a positive outcome in a challenging situation?
- How does cultural adaptability contribute to personal and professional growth?
- What are some barriers to cultural adaptability, and how can they be overcome?
- How can cultural adaptability be incorporated into organizational training and development programs?

These questions are intended to stimulate discussion and reflection on various aspects of cultural competence, cultural awareness, cultural sensitivity, and cultural adaptability, emphasizing their significance in diverse and multicultural contexts.

4 Sharing

- Choose a dish/typical costume/dress, etc. you really like and present it to class mentioning its cultural significance in the country/region/community, it comes from.
- Explain how it represents key aspects of the culture it comes from.
- Put down key ideas that define that tradition.

5 Difference and Possible Relation between Cultural Intelligence and Cultural Competence

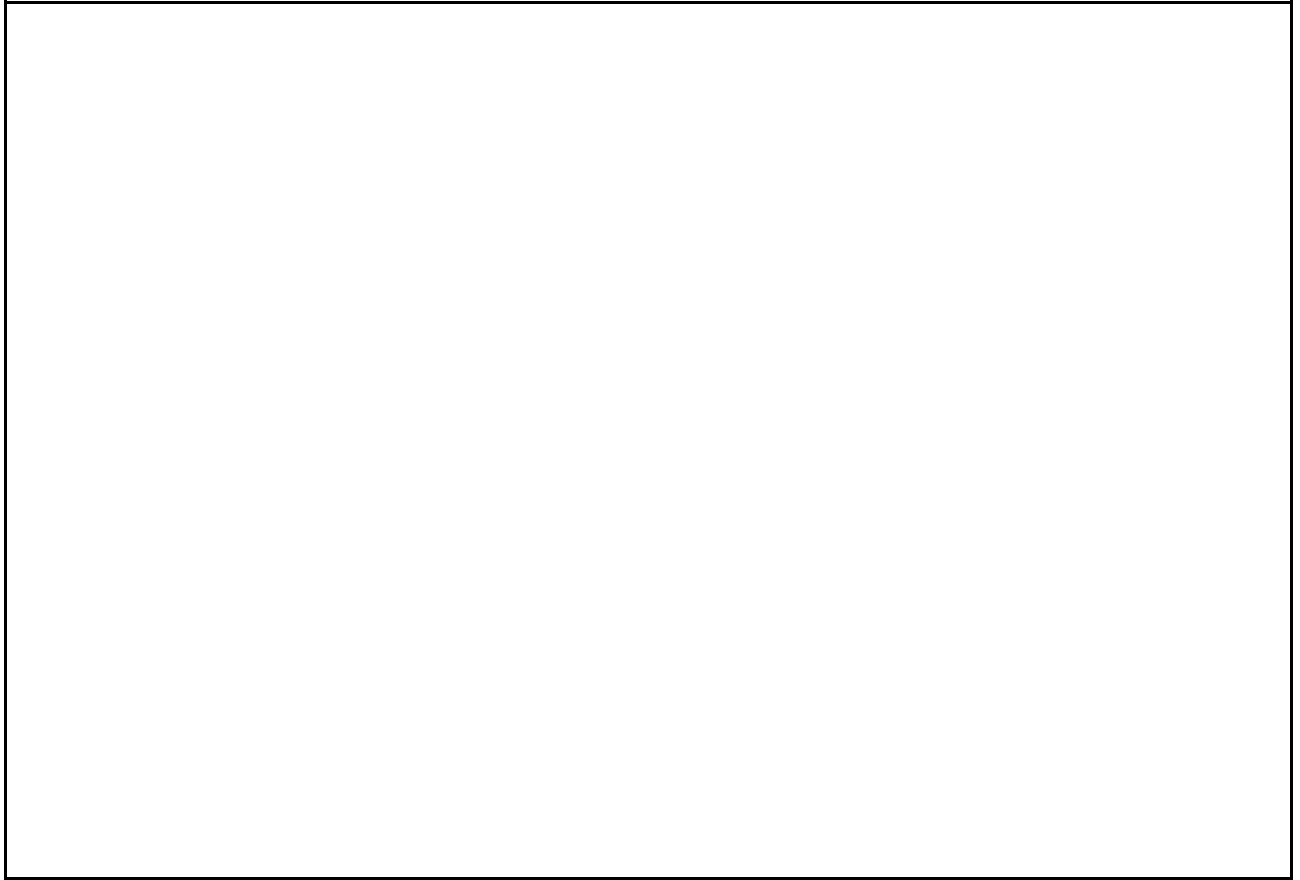
Aspect	Cultural Intelligence	Cultural Competence
Definition	The ability to understand, interpret, and effectively interact across different cultures.	The ability to interact effectively with people of different cultures, based on awareness, knowledge, and skills.
Focus	Emphasizes cognitive, motivational, and behavioral dimensions in cross-cultural interactions.	Emphasizes awareness, knowledge, sensitivity, and skills in cross-cultural interactions.
Application	Applied in various scenarios including international business, travel, and multicultural environments.	Applied in professional settings such as healthcare, education, and community services.
Components	Includes metacognitive, cognitive, motivational, and behavioral components.	Includes awareness, knowledge, sensitivity, and practical application components.
Relation	Cultural intelligence can enhance the cultural competence by providing the foundation, strategies and motivation to apply skills.	Cultural competence forms the foundation, and cultural intelligence builds upon it with strategic and adaptive capabilities.

Explanation of Relation

Cultural intelligence and cultural competence are related concepts that complement each other. Cultural competence provides the foundational awareness, knowledge, and skills necessary for effective cross-cultural interactions. Cultural intelligence builds upon this foundation by adding strategic thinking, motivation, and adaptive behaviors that help individuals navigate and thrive in multicultural environments. Together, they enhance an individual's ability to interact respectfully and effectively with people from diverse cultural backgrounds.

New vocabulary

Go through the material once more, and list any new words you do not know and consider useful to learn. Write at least one example sentence for each word.

A large, empty rectangular box with a thin black border, intended for the student to write their new vocabulary words and example sentences.