

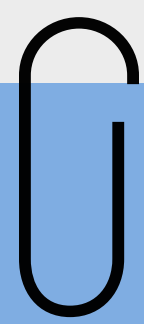
# STRATEGIES FOR INTERCULTURAL DEVELOPMENT

## SOMETHING'S UP! CYCLE

The Reflective Intercultural Learning Cycle, or Something's Up!, is a tool that provides a strategy to understand our intercultural development through mindful practice. Something's Up offers a way to cope with intercultural stress we feel, own our mistakes, and work towards digesting the emotions that accompany cultural awareness and growth.

The tool facilitates working through moments when "something's up" wherein the intentional goal is to enhance intercultural interactions. Your observations of behaviours, questioning the underpinnings of the behaviours, and taking action for change as guided by cultural goals, offer insights into individual and collective approaches of socialization.

## REFLECTIVE INTERCULTURAL LEARNING CYCLE



### STEP 1: RECOGNIZE SOMETHING'S UP

At this stage you are invited to pay attention when you start to notice that you are feeling stress for example, you feel a tightness in your body or an uneasiness in your stomach. If the event has passed Something's Up might look like re-playing an event over many times in your mind.



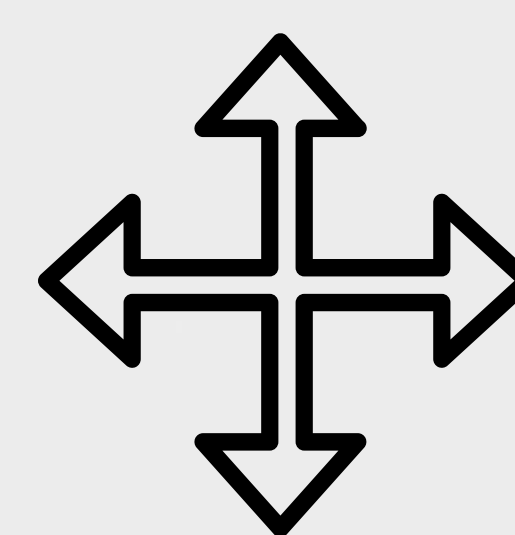
### STEP 2: SUSPEND JUDGEMENT

Observe your thinking and behaviors and hold off on making judgements about yourself or the situation. Try not to evaluate the situation as this creates barriers for innovative way to interact with what is happening/ has happened. Use this time to become more aware of your cultural values.



### STEP 3: USE CULTURAL KNOWLEDGE TO MAKE INTERPRETATIONS

Refer to literature, reflect on other points of views, and reference intercultural frameworks as you consider the situation. Be creative and consider things from diverse perspectives that have caused the situation. With cultural research that in mind, you can offer various interpretations about how and why your cultural knowledge was displayed.



### STEP 4: TAKE ACTION

Be reflective on your interpretations and link these to your vision/ goals as you make decisions on your future actions that bring you closer to what's important to you. This step requires mindfulness, creativity, and collaboration. The ways in which you take action may occur at the individual (e.g. enhancing personal intercultural sensitivity) or collective level (e.g. enhancing trust and reducing harm).

#### REFERENCES:

Bennett, M. (1986). A developmental approach to training for intercultural sensitivity. *International Journal of Intercultural Relations* 10(2), 179-95.

Something's Up! Cycle inspired by the Personal Leadership Cycle <http://www.plseminars.com/>