

Diversity Made Simple

ESSENTIAL CULTURAL SELF-ASSESSMENT WORKSHEET COLLECTION



***A PRINTABLE TOOL FOR HELPING
INCREASE MULTICULTURAL AWARENESS***

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CULTURAL SELF-ASSESSMENT
INCREASING MULTICULTURAL SELF-AWARENESS

Multicultural awareness and diversity include more than your ethnic background. It also includes:

Age	Gender	Income	Appearance
Race/Ethnicity	Family Role	Religion	Political Belief
National Origin	Sexual Orientation	Education	Work Experience
Gender Identity or Expression	Mental / Physical Ability	Communication & Language Skills	Organizational Role & More

In order to more effectively help others explore and understand the significance of their cultural identity on their life, take a moment to explore the various aspects of your own cultural identity.

What aspects of my cultural identity do I identify with or value most?

Why do I identify with or value these aspects of my identity?

What messages did I receive about my or my family's cultural identity growing up (directly or indirectly)?

How does this influence my view of the world and the people in it (positively or negatively)?

How does this influence my view of my clients?

CULTURAL SELF-ASSESSMENT
IDENTIFYING MULTICULTURAL PERSPECTIVES

It is common for feelings of offense to be influenced not only by the impact of current experiences, but also past experiences similar to the current experience in one or various ways. Efforts made to identify and explore these past experiences can help individuals respond in healthier ways to their current experiences and effectively communicate their feelings in ways that help bring about change and improved future experiences.

Helping professionals, no matter how self-aware, are not immune to the influence of past experiences on their current interactions with others. As such, similar efforts to identify and explore their past experiences will improve their current interactions and help them gain a better understanding of this growth process that they will be challenging others to voluntarily engage.

Take a moment to explore the ways in which your own past personal and professional experiences may influence your views, perspectives and interactions with individuals from various cultural backgrounds.

Are there any individuals from particular cultural backgrounds who make me feel angry, resentful, anxious, or uncomfortable (even before I interact with them)?

What past experiences have I had that may be contributing to these feelings?

What are the legitimate reasons for my feelings?

In what ways can I change my perspective in light of my increasing cultural empathy and understanding of people from various backgrounds?

CULTURAL SELF-ASSESSMENT
MULTICULTURAL IMPACT AWARENESS

Some words tend to have such negative associations that we are uncomfortable exploring the potential appropriateness of such words as descriptors of our actions or beliefs. However, if we take a look at the core principle being conveyed by these words, we may be willing to consider the reasonable ways in which they may apply to our lives; and as a result, be better prepared to make beneficial changes for personal and relational improvement.

Take a look at the following words and explore the ways in which they may describe your actions or beliefs. Then explore ways in which you can improve your interactions with others as a result of your increased self-awareness.

Bias: *A particular tendency or inclination (especially one that prevents unprejudiced consideration); partiality*

What biases might I have (and how might they be influencing my interactions with my clients)? How might I show more balance where appropriate?

Discriminate: *Treating in favor or against, based on the category a person belongs to rather than on individual merit*

In what ways might I be unintentionally showing favor toward some clients while leaving out other clients? How might I show more balance where appropriate?

Prejudice: *Any preconceived opinion or feeling, either favorable or unfavorable*

What preconceived opinions do I have for certain clients that influence how I interact with them before our initial interaction? How might I test or reduce the negative impact of those preconceived thoughts?

CULTURAL SELF-ASSESSMENT
MULTICULTURAL IMPACT AWARENESS

CONTINUED:

Stereotype: A widely held, but fixed and oversimplified, image or idea of a particular type of person or thing

What oversimplified beliefs (positive or negative) do I have about people who are similar to or different from me? How might I test or reduce the negative impact of those beliefs?

Oppression: Exercise of authority or power in an unjust manner (physically or emotionally)

In what ways might I be using power, influence or privilege in my favor at the expense of someone else who may not have the same opportunities? How might I use any power, influence, or privilege I have to help someone who does not have the same opportunities?

CULTURAL SELF-ASSESSMENT

REDUCING UNINTENTIONAL OFFENSES

If someone expresses feeling offended by something you have said or done, it can be easy to first defend your sincere and non-offensive intentions, before considering whether or not there is any merit to their feelings and experience of you. It is beneficial to remember that others' offended feelings do not necessarily mean that you have done wrong; rather it may be more of a reflection of your behavior reminding them of past hurtful experiences they have had with others. That being said, it is also beneficial to consider that others' expressions of offense may help reveal subconscious beliefs that you are unintentionally expressing.

Take a moment to explore some ways in which you may be healthily or unhealthily communicating your views of others and yourself in relation to others.

Microaggression: Subtle and often subconscious denigrating messages within brief everyday exchanges (i.e. when you offend others without intending to do so)

In what ways might I be unintentionally offending my clients or colleagues? What relational signs have I seen that may be an indication that I have unintentionally offended someone? How can I address the misunderstanding and begin to repair that relationship?

Racism: People like me are better (of greater value, worth, importance, and/or skill) than people not like me

In what ways might I be unintentionally communicating that I am better than someone else primarily because of the difference between our racial/ethnic backgrounds? What beliefs may I need to change in light of my increasing cultural empathy and understanding of people from various backgrounds? How might I communicate a different message in my daily interactions?

Ethnocentrism: People like me are normal; others are abnormal

In what ways might I be unintentionally communicating that the ways I and those like me do things is normal, while the ways others from different racial/ethnic backgrounds do things is abnormal? What beliefs may I need to change in light of my increasing cultural empathy and understanding of people from various backgrounds? How might I communicate a different message in my daily interactions?

Cultural Pride: A healthy appreciation and value for one's own culture

In what ways am I embracing a healthy appreciation and value for my own cultural heritage? In what ways can I support others' varying expressions of healthy appreciation of their cultural backgrounds?

CULTURAL SELF-ASSESSMENT

MULTICULTURAL COMPETENCE ASSESSMENT

Multicultural competence involves more than learning the history of particular cultural groups. While gaining **knowledge** is beneficial, so also is increasing one's **self-awareness** and other **awareness**, evaluating one's personal **beliefs, attitudes** and **understanding**, as well as opportunities to develop **self-confidence** in the application of multicultural competence **skills** and effective **practices** in areas such as **social justice**.

Take a moment to explore areas of strength as well as areas of potential growth as it relates to your personal multicultural competence.

Step 1:

Rank the following multicultural competence skills in the order in which you consider a particular trait to be your greatest strength (e.g. 1st) to your greatest growth area (e.g. 10th)

Step 2:

Explore ways in which you can make personal improvements in each area

___ Awareness	_____

___ Self-Awareness	_____

___ Beliefs	_____

___ Knowledge	_____

___ Understanding	_____

___ Attitudes	_____

___ Skills	_____

___ Practice	_____

___ Social Justice	_____

___ Self-Confidence	_____

CULTURAL SELF-ASSESSMENT

MULTICULTURAL AWARENESS IN THE WORKPLACE

While the development of multicultural awareness and competence on an individual level can definitely impact and improve any professional environment, efforts can also be made on a businesses or organization-wide level to improve the effective meeting of needs for a greater variety of staff and clients from various cultural backgrounds.

*Take a moment to explore the efforts that can be taken in your current professional setting to **Attract, Welcome, Encourage,** and **Protect** staff and clients from various cultural backgrounds.*

ATTRACT:

Advertising: In what ways do we intentionally advertise to and show that we desire to meet the needs of potential clients from various cultural backgrounds (e.g. from showing appreciation for various cultures; the languages and photos chosen for websites, brochures, flyers and other advertisements; to offering services specific to the needs of the community, at an affordable price, and at an accessible location)?

Hiring: What efforts do we make to intentionally avoid microaggressions and discrimination during the interview process? In what ways do we seek to hire individuals with varying perspectives and life experiences?

WELCOME:

Valuing: In what ways do we make accommodations to make everyone feel comfortable as well as a valuable contributors to the group (e.g., installation of wheel chair ramps, family medical leave for mother and fathers, various foods offered in cafeteria or office events, supporting time off for an expanded list of select holidays, etc.)?

ENCOURAGE:

Sustaining: In what ways do we intentionally assess and reassess how we are doing in our efforts to meet a greater variety of diverse needs (e.g. meeting with employees and community leaders, requesting and encouraging feedback on our progress meeting their needs as well as those with whom they identify)?

CULTURAL SELF-ASSESSMENT
MULTICULTURAL AWARENESS IN THE WORKPLACE
CONTINUED:

PROTECT:

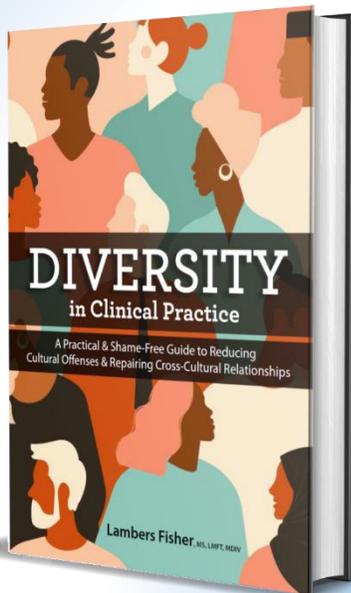
Preventing: In what ways is it clear that discrimination and harassment are not tolerated and that there are clear and enforceable policies for staff who do not comply with this standard (e.g. not only being willing to fire someone who is pervasively oppressive, but also initiating reconciliation and conflict resolution prior to firing for the benefit of everyone involved)?

Responding: In what ways do we encourage, receive, and effectively respond to reports of discrimination and harassment in our work environment (e.g., if you see something, say something, and we will address the concern expressed)?

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Multicultural Awareness Training for Helping Professionals

with **Lambers Fisher, LMFT**



For more practical worksheets and encouraging cultural competence tips and strategies, consider Lambers' new book:

Diversity in Clinical Practice

*A Practical & Shame-Free Guide
to Reducing Cultural Offenses
& Repairing Cross-Cultural Relationships*

Available at Amazon.com & PESI.com



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