

# Different steps of intercultural learning

## **Ethnocentrism (self centred)**

Starting step, our reference is given by our culture. We see the world with our own glasses. All what is different can be considered negatively.



## **Discovering the differences**

Being exposed to difference, being confronted with different ways of thinking or living, is the first step to overcome ethnocentrism.



## **Understanding the difference (empathy)**

To feel the differences, on a volunteer base, trying to go in the shoes of persons that are different, in order to understand why there is different habits, ways of life and thinking.



## **Respecting the difference**

By understanding the differences of other groups, we know better other groups and pre-judgements dont come so easily. During this step, our prejudices can be destroyed, because they are no more valid. At this stage, we may even accept something that we don't agree with.



## **Appreciation / Selective integration**

By knowing better other ways of living, we can consciently appreciate certain habits and ways of living not only from our own culture but also from other cultures. We can include some new values, attitudes, behaviours... in our own cultural identity.



## **Enrichment**

(of our own cultural identity, values, norms and behaviours)

*This model was based on: Béatrice Burgherr, adapted from Margaret Pusch, A Cross Cultural Training Approach, Illinois, 1979.*