



Improve Diversity & Inclusion

What is intercultural competence?

Intercultural competence is the capability to *accurately understand and adapt behaviour* to cultural differences and commonality.

Differences may stem from gender, age or generation, ancestry, ethnicity, nationality, geographic roots, religion, sexual orientation, family background, educational background, work experience, ability or disability, socioeconomic status, and other cultural factors.

Do you want to attract a more diverse talent pool? Do you want to bridge differences in values, expectations, beliefs, and practices? Do you want a more inclusive environment?

Intercultural competence is the key.

5 questions to improve diversity and inclusion

When it comes to diversity, intercultural competence, and inclusion, we are at different points in our journeys. The key to meaningful development lies in targeting opportunities that fit our own individual, group, or organizational stage of development. Otherwise, the activities we invest in could be useless (or, worse, stunting).

What we learn and internalize from the groups to which we belong shapes the way we experience the world and conduct ourselves in it. We *can* embrace diverse perspectives, connect with others, and achieve a healthy and strong group or organization. To do so, we need to start asking the right questions:

1. What do we know about the range of differences in our group or organization?
2. How do we value and engage these differences?
3. How do our people perceive and respond to differences and commonality?
4. What culturally influenced conflict and communication styles do we use?
5. What should we focus on right now?

If you are struggling to answer any of these 5 crucial questions in your own group or organization, contact us at info@knowprincipia.com. With the right tools, taking the next step is easier than you think.