

The Ethnocentric Stages

Ethnocentric Stage

Denial

Learners are unable or unwilling to recognize cultural difference, possess a neutral disinterest for cultural difference and/or unconsciously avoid people from other groups, strongly maintain traditional worldview, express benign stereotypes and/or superficial statements of tolerance.

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Defense

Learners negatively evaluate cultural difference (the greater the difference, the more negative the evaluation); polarize differences into "us" and "them," accompanied by overt negative stereotyping; manifest an attitude of superiority toward "underdeveloped" cultures.

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Minimization

Learners recognize and accept superficial cultural differences while holding that all human beings are essentially the same, emphasize the similarities of people and commonality of basic values, define universal standards in ethnocentric terms (as related to oneself).

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The Ethnorelative Stages

Ethnorelative Stage

Acceptance

Learners recognize and appreciate cultural differences in behavior and values, accept cultural differences as viable alternative solutions to the organization of human existence, begin to interpret phenomena within a context, consciously elaborate categories of difference.

Adaptation

Learners develop skills that enable intercultural communication, use empathy and shift cultural frame of reference to understand and be understood across cultural boundaries.

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Integration

Learners internalize bicultural or multicultural frames of reference, maintain a definition of identity that is "marginal" to any particular culture, and sees one's self as "in process."