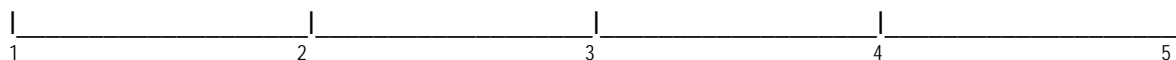


## Appendix 8: Self Assessment Checklist <sup>1</sup>

The background to this checklist and details of how best to use it to improve the effectiveness of your cultural competence work can be found in the manual in Section 5.

Each point is underlined by a continuum that looks like this.



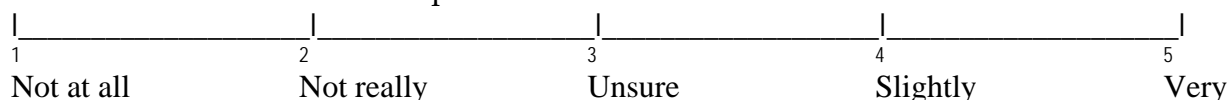
Photocopy the sheets (you will want to use them again later), and circle where you honestly believe you are on each scale. Then add up the scores and divide them by the number of questions in each section. You will then be able to see where you are at each stage. Keep the photocopied sheets and plot your scores on a graph for future reference.

Before you begin, remember you **MUST BE HONEST** with yourself, or this is a fruitless exercise.

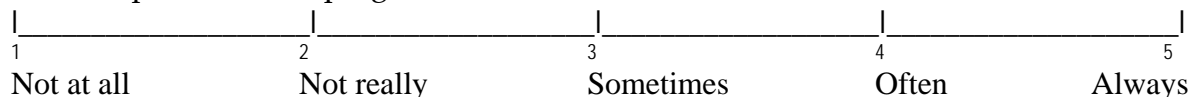
### Stage 1: Pre-contemplation *11 questions:*

*The goals for this stage are to become aware of culture and of my own desire and ability to change*

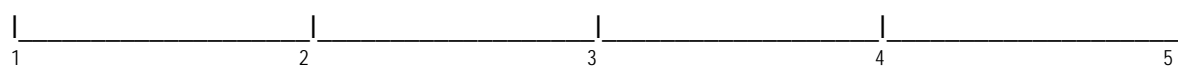
1. I am interested in the concept of culture



2. I am open to developing new skills



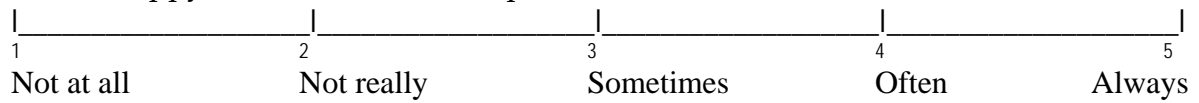
3. I am confident I can think about abstract ideas



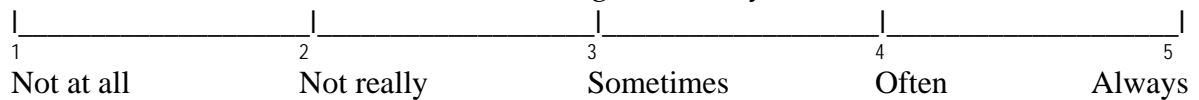
<sup>1</sup> The idea for the checklist stages is based on McPhatter, A.R. and Ganaway, T.L. (2003). Beyond the rhetoric: strategies for implementing culturally effective practice with children, families, and communities. *Child Welfare*, VXXXII (2), 103 – 125.

Not at all                      Not really                      Unsure                      Slightly                      Very

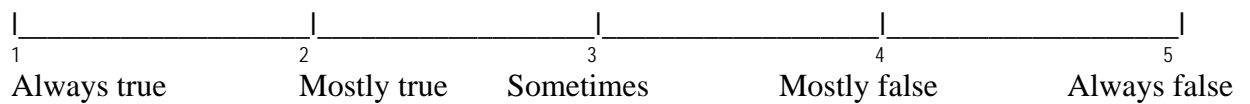
4. I am happy to learn from new experiences



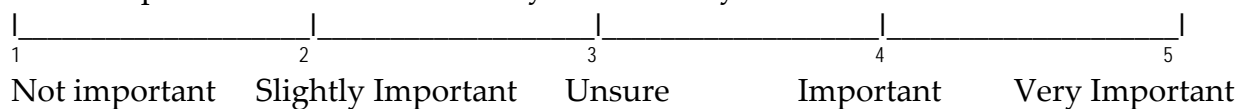
5. I am open to discovering, recognising, understanding and working with the influence that a consumer's cultural background may have on them



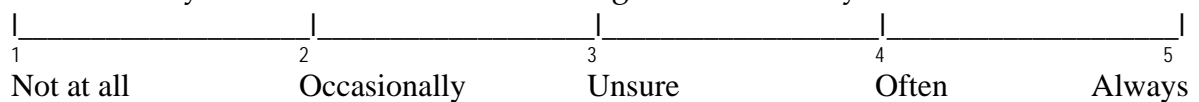
6. I have no interest in learning more about myself, and making changes based on this new awareness



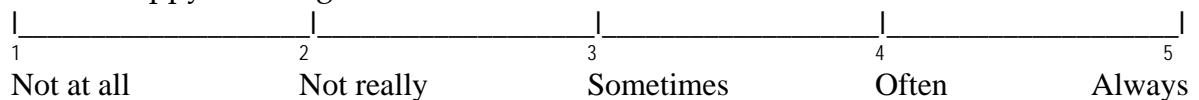
7. It is important I am honest with myself about my characteristics and behaviour



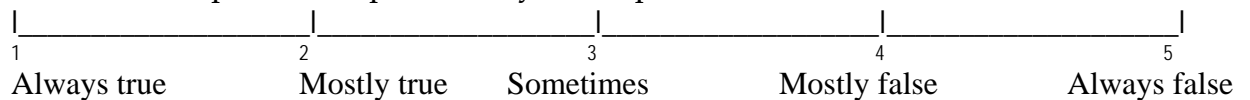
8. I assess myself to see where I am heading and what I may need to know more about



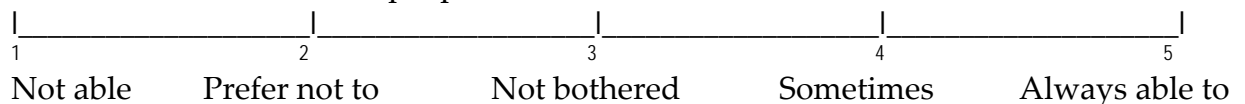
9. I am happy to change how I behave



10. It is not important to question my assumptions and beliefs



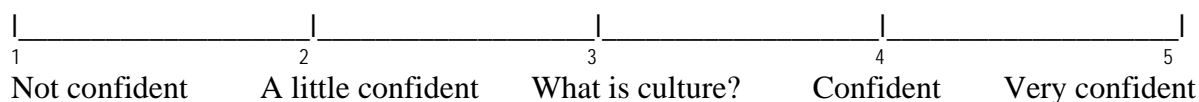
11. I am able to work with people who are different from me



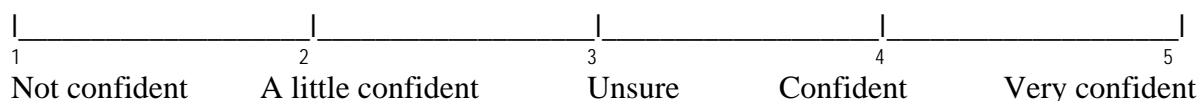
## Stage 2: Contemplation 33 questions

*The goal for this stage is to acknowledge the need for culturally effective practice. This includes understanding the concepts of culture and competence, the ability to think critically, the need to seek knowledge and information about cultures and to involve others.*

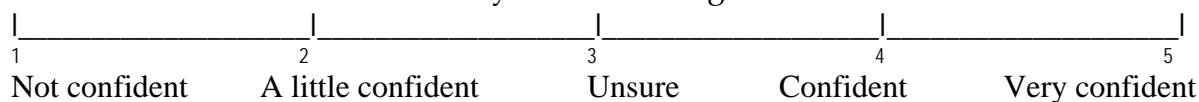
1. I am confident I understand what culture means



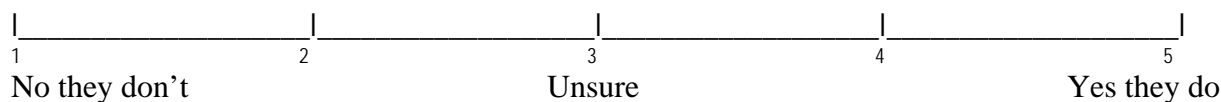
2. I am confident I understand how culture acts as a guide for people's values and behaviour



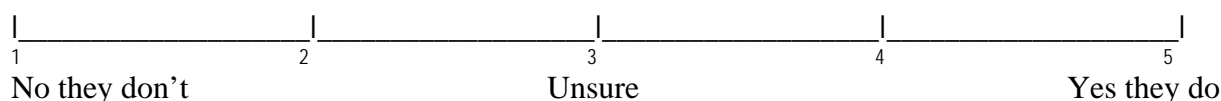
3. I am confident I understand why cultures change over time



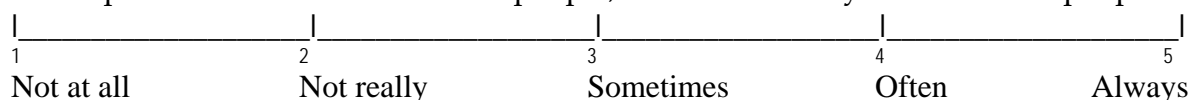
4. All individuals have similarities



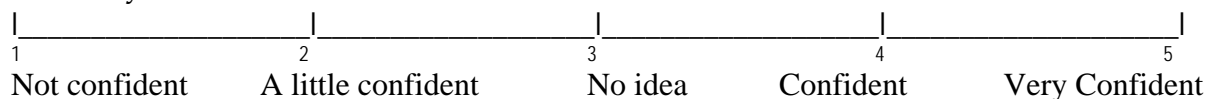
5. All individuals have differences



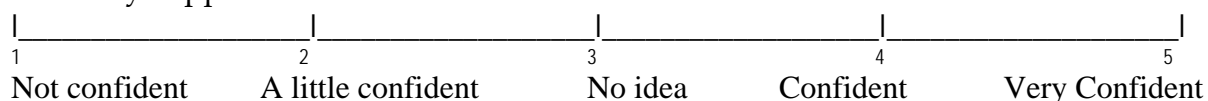
6. I respect the differences between people, and between myself and other people



7. I am confident I understand why culture affects people's understanding of disability



8. I am confident I understand why culture influences people's attitudes towards disability support





...18. A poor relationship with consumers

1	2	3	4	5
Disagree	Slightly disagree	Unsure	Slightly agree	Agree

19. I am confident I can identify the impact of culturally competent and culturally incompetent practice on consumers

1	2	3	4	5
Not confident	A little confident	Unsure	Confident	Very confident

20. I understand the what critical thinking means

1	2	3	4	5
No		Unsure		Yes

21. I should never question the opinions of others

1	2	3	4	5
Agree	Slightly agree	Unsure	Slightly disagree	Disagree

22. I challenge assumptions made by me or other people

1	2	3	4	5
Never	Not really	Sometimes	Often	Always

23. I gather evidence to support my arguments

1	2	3	4	5
Never	Not really	Sometimes	Often	Always

24. I reflect on that evidence in the light of my argument

1	2	3	4	5
Never	Not really	Sometimes	Often	Always

25. I am confident I can communicate findings that I have come across to others

1	2	3	4	5
Not confident	A little confident	Unsure	Confident	Very Confident

26. Where necessary I change my behaviour or actions based on my critical thinking

1	2	3	4	5
Never	Not really	Sometimes	Often	Always

27. I am aware of the key areas to collect cultural information on

1	2	3	4	5
Not aware	Slightly aware	Unsure	Often aware	Always aware

28. I am confident I know where to go to, and who to go to, to find cultural information

1 | 2 | 3 | 4 | 5  
Not confident | A little confident | Unsure | Confident | Very confident

29. I am satisfied I understand what family involvement means

1 | 2 | 3 | 4 | 5  
Very unsatisfied | Unsatisfied | What is he on about? | Satisfied | Very satisfied

30. I understand what community participation means

1 | 2 | 3 | 4 | 5  
Not understand | | | | Fully understand  
Unsure

31. I am aware of the benefits of involving family in disability support

1 | 2 | 3 | 4 | 5  
Not aware | Slightly aware | Unsure | Often aware | Always aware

32. I am aware of the benefits of community participation

1 | 2 | 3 | 4 | 5  
Not aware | Slightly aware | Unsure | Often aware | Always aware

33. I do a self-assessment of my own cultural competence regularly

1 | 2 | 3 | 4 | 5  
No | | | | Yes  
Unsure

### Stage 3: Preparation 45 questions

*The goal of this stage is awareness of the influence of culture on yourself and others, to begin using culturally competent strategies concerning knowledge, information and communication, and interacting with and involving others.*

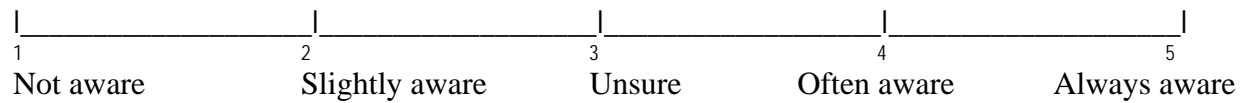
1. I have examined the cultural / ethnic / religious group I belong to

1 | 2 | 3 | 4 | 5  
No | | | | Yes  
Err....? Next question!

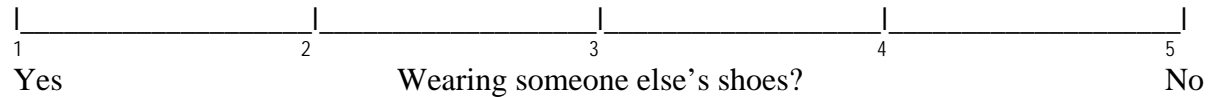
2. I have recognised past instances of my behaviour toward people from different cultural backgrounds

1 | 2 | 3 | 4 | 5  
No | | | | Yes  
What behaviour?

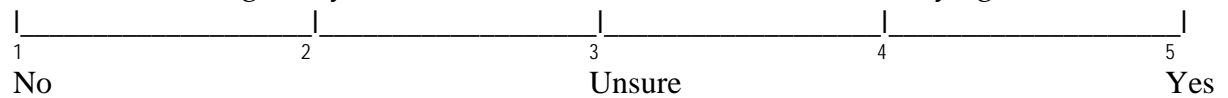
3. I am aware that my own cultural background may have influenced my behaviour toward others



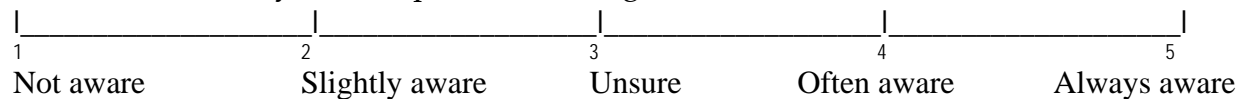
4. I have difficulty putting myself in the shoes of the person I behaved towards, and thinking about their response to my behaviour



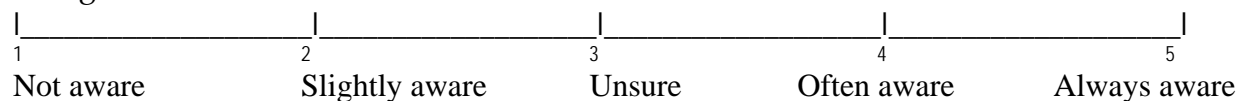
5. I have challenged myself whether I would behave the same way again



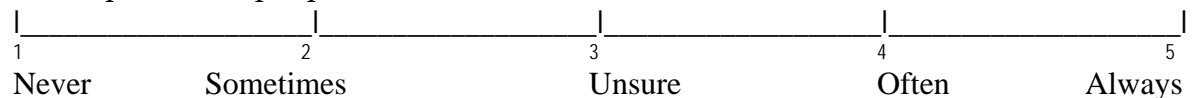
6. I am aware of my own responses to change



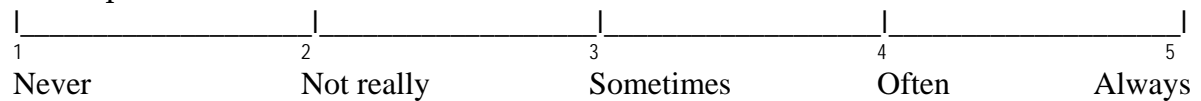
7. I am aware of the similarities between myself and people from different cultural backgrounds



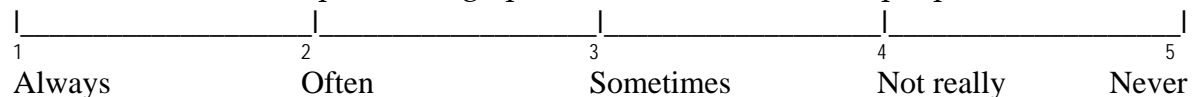
8. I respect other people's culture



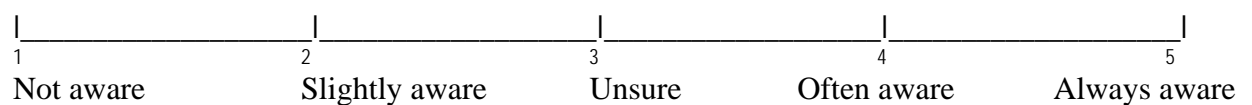
9. I respect difference



10. I think there is no point being open-minded toward other people



11. I am aware of the beliefs and values of others



12. I am confident I understand the concepts of stereotyping and generalisations

1	2	3	4	5
Not confident	A little confident	Sorry? What?	Confident	Very Confident

13. I think critically about each stereotype and generalisation I come across

1	2	3	4	5
Never	Not really	Sometimes	Often	Always

14. I am confident I understand what syllogisms are

1	2	3	4	5
Not confident	A little confident	Sylloly what?	Confident	Very Confident

15. I use syllogisms

1	2	3	4	5
Always	Often	Sometimes	Not really	Never

16. I understand I belong to a cultural system:

1	2	3	4	5
No		Unsure		Yes

17. I am aware that the organisation I work for is a cultural system

1	2	3	4	5
Not aware	Slightly aware	Unsure	Often aware	Always aware

18. I am aware of how systems influence my and others' behaviour and values

1	2	3	4	5
Not aware	Slightly aware	Unsure	Often aware	Always aware

19. Cultural knowledge: I conduct community profiles

1	2	3	4	5
Never	Not really	Sometimes	Often	Always

20. I am confident that learning information about specific cultures will add to my general knowledge and skills

1	2	3	4	5
Not confident	A little confident	Unsure	Confident	Very Confident

21. I apply cultural information with individual consumers and not just learn facts

1	2	3	4	5
Never	Not really	Sometimes	Often	Always

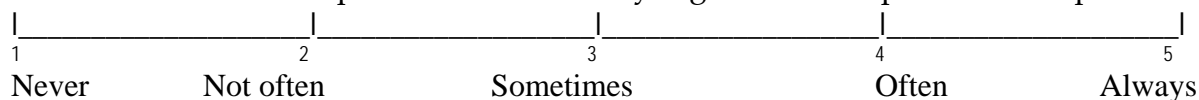






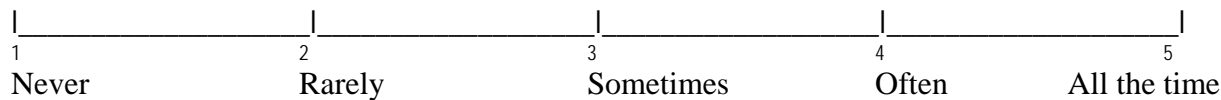


12. I take the time to explain the values of my organisation in plain and simple terms

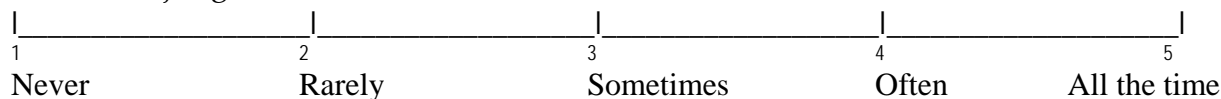


I try to come across as...

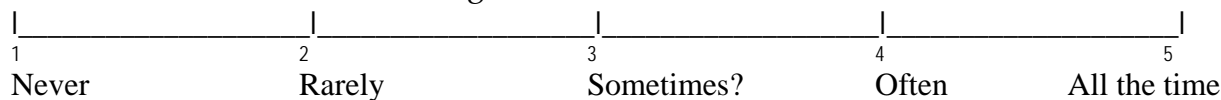
...13. Warm



...14. Non-judgmental

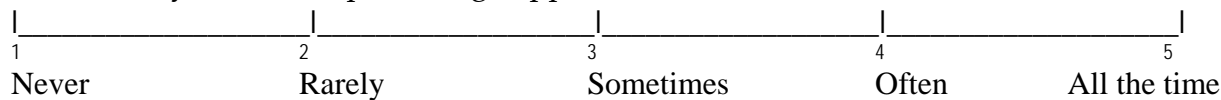


...15. Curious and understanding

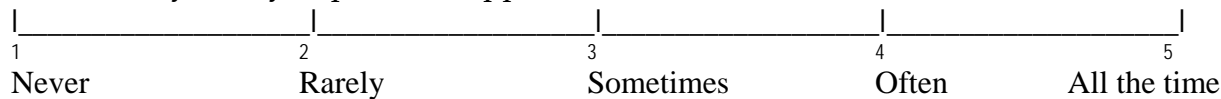


I make sure that the consumer is confident...

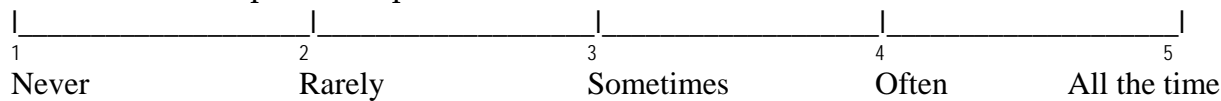
...16. Of my interest in providing support



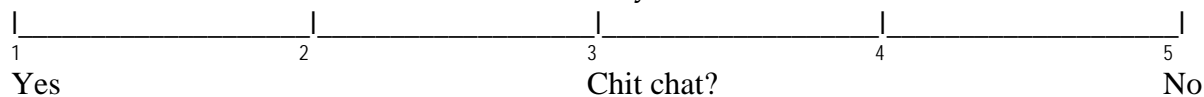
...17. Of my ability to provide support



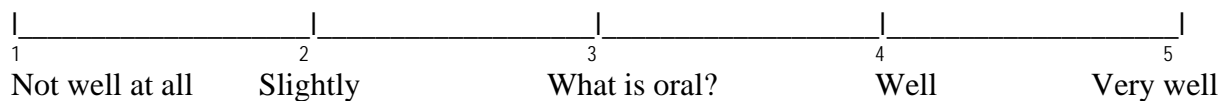
...18. That I accept and respect their values and beliefs



19. Chit chat is a waste of time if I am a hurry



20. I know the do's and don'ts of oral communication



21. I assume that people from NESB are proficient in English when they can speak some English

1	2	3	4	5
Always	Often	Sometimes	Rarely	Never

22. It is useful to phrase questions so they invite a simple 'Yes' or 'No' answer with no additional comments

1	2	3	4	5
Always	Often	Sometimes	Rarely	Never

23. I am happy to use professional jargon in front of people who are not my colleagues

1	2	3	4	5
Always	Often	Sometimes	Rarely	Never

24. I clarify whether or not I have been clear in what I have said

1	2	3	4	5
Never	Rarely	Sometimes	Often	All the time

25. I am aware of my own accent when I speak to people

1	2	3	4	5
Not aware	Slightly aware	Unsure	Often aware	Always aware

26. I agree that there is no point learning basic words in the language of my consumers

1	2	3	4	5
Agree fully	Agree slightly	Unsure	Disagree slightly	Disagree

27. I am confident in using interpreters

1	2	3	4	5
Not confident	A little confident	Unsure	Confident	Very confident

28. I use interpreters

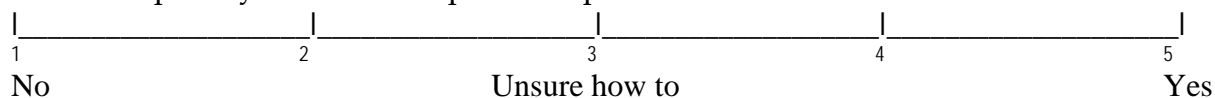
1	2	3	4	5
Never	Not often	Sometimes	Often	Always

29. It is okay to use children as interpreters

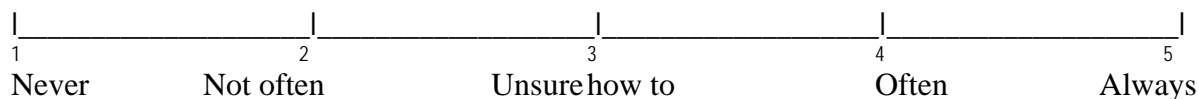
1	2	3	4	5
Always	When needed	Unsure	If there is no-one else	Never



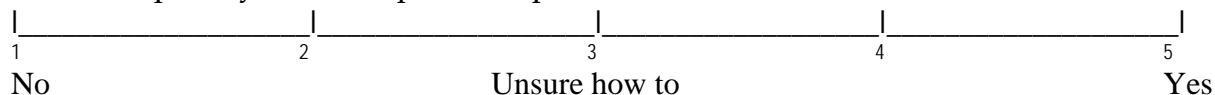
39. I have put my consultation plan into practice



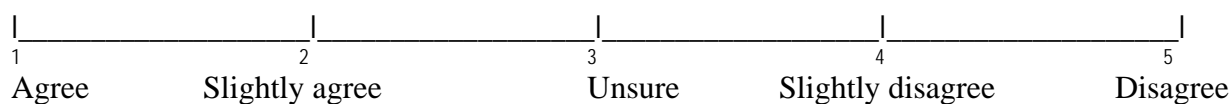
40. I evaluate consultations I have held with communities



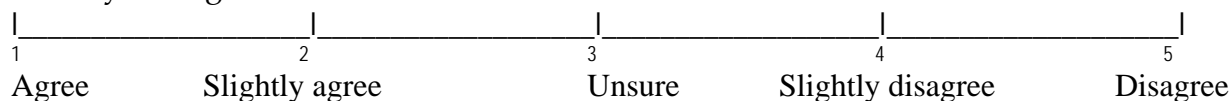
41. I have put my outreach plan into practice



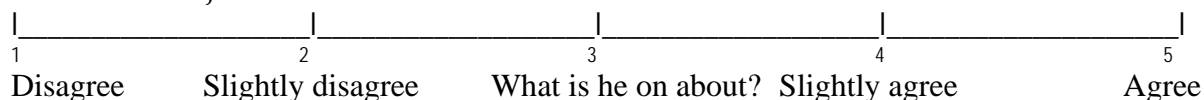
42. It is not important to involve the community in planning and evaluation of my work with them



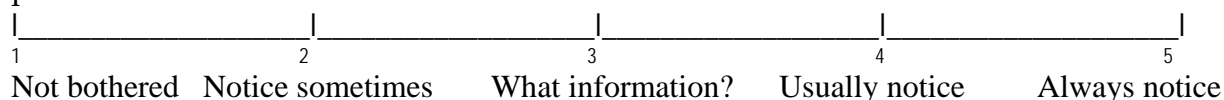
43. If family and community members call a person with disability a spastic this is morally wrong



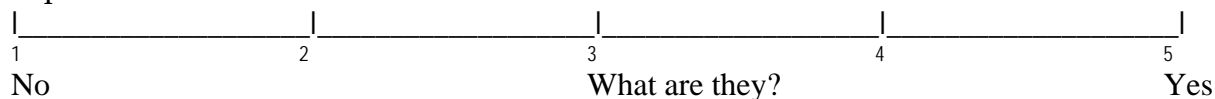
44. Culture is just one influence on the lives of consumers



45. I am aware of the cultural competence of the information that my organisation provides



46. I am able to change the way I work and report on these changes to colleagues and superiors



## Stage 5: Maintenance *12 questions*

*The goal of this stage is to express a deep understanding about cultural competence and the process of change, and incorporate culturally competent actions and behavioural change into everyday actions and behaviour.*

1. I update my cultural support network

|-----|-----|-----|-----|  
1                  2                  3                  4                  5  
Never          Not often          Sometimes          Often          Regularly

2. I update my cultural knowledge and information

|-----|-----|-----|-----|  
1                  2                  3                  4                  5  
Never          Not often          Sometimes          Often          Regularly

3. I have formed a formal partnership with my cultural support network

|-----|-----|-----|-----|  
1                  2                  3                  4                  5  
No  Unsure  Yes

4. I understand that cultural competence is an ongoing, long-term process

|-----|-----|-----|-----|  
1                  2                  3                  4                  5  
No  Unsure  Yes

5. I understand how change works

|-----|-----|-----|-----|  
1                  2                  3                  4                  5  
No          Not really          Change what?          Nearly          Yes

6. I maintain strategies to ensure my relationships with others are always productive

|-----|-----|-----|-----|  
1                  2                  3                  4                  5  
Never          Not often          Sometimes          Often          Always

7. I include strategies to encourage change both in my own work and the work of the organisation

|-----|-----|-----|-----|  
1                  2                  3                  4                  5  
Never          Not often          Sometimes          Often          Always

8. I regularly evaluate my work with consumers, co-workers, and communities I have worked with

|-----|-----|-----|-----|  
1                  2                  3                  4                  5  
Never          Not often          Sometimes          Often          Always

