



Openness to Cultural Differences as a Supervisor

(1) APPLYING OPENNESS TO PROVIDING SUPERVISION TO A WORKER

Think about a recent time when you've provided one-on-one supervision with one of your workers.

- Write down three aspects of the individual that YOU see as most relevant or that best describe the worker as culturally different from you.
- Consider what THIS PERSON might describe as his or her most salient identities.
- Now, describe how you went about "viewing the world from his or her perspective". What thoughts, feelings and/or behaviors on your part helped you view the world from the other person's cultural perspective, and not your own?

(2) APPLYING OPENNESS TO BRINGING A NEW WORKER INTO YOUR UNIT

Now apply the same process to the task of bringing a new worker into your unit – think of your own experience of bringing a new worker into your unit. Identify one example.

What was the most challenging part of that experience?

What were the cultural characteristics of that worker that contributed to the challenge?

What was the most rewarding or successful part of that experience?

What were the cultural characteristics of that worker that contributed to the success?