Table 6. Proposed Intercultural Competency and Diversity Framework from Griffith et al. (2016)

Construct Domain	Definition	Examples of Assessment Topics
Approach		
Positive cultural orientation	Evaluation of cross-cultural situations as favorable	• Curiosity and respect for other cultures o Open-mindedness toward cultural differences
Tolerance for ambiguity	Ability to maintain composure and well-being in uncertain or volatile situations without compromising effectiveness	• Tendency to remain engaged in and seek out intercultural interactions despite the innate uncertainty and unpredictability
Cross-cultural self-efficacy	Degree to which an individual believes that he or she can achieve a goal	• Initiation and development of strong rapport with culturally different others
Analyze		
Self-awareness	Degree to which an individual understands the impact of his or her own culture, values, preferences, and previous experiences on his or her cognitive, emotional, and behavioral responses	• Consideration of self as over an individual and a product of his or her culture • Ability to dissect one's own worldview to identify and distinguish • between influences of personal history versus influences of culture • Understanding that individuals from other cultures have different • worldviews
Social monitoring	Attention to the other's physical, verbal, and nonverbal behaviors and cues during a social interaction; attention to other's responses to one's own actions and signals	• Ability to infer social norms, hierarchies, and interpersonal relationship networks

Construct Domain	Definition	Examples of Assessment Topics
Perspective taking/suspending judgment	Active consideration of others' potential viewpoints / active refrainment from preconceived cultural schema interfering with information processing	• Removal of one's own stereotyped or heuristic thinking; replace with effortful cognitions regarding other person's viewpoint, motivation, and assumptions • Low reliance on one's own cultural schemas to understand another's culturally different viewpoint
Cultural knowledge application	Utilization of relevant declarative cultural knowledge in an interaction	• Integration of culture-general, culture-specific, historical, and geopolitical information • Actively seeks and uses cultural information in evaluation and decision-making processes

Act

Behavior regulation	Active monitoring and revision of personal behavior to engage in culturally appropriate behavior and avoid engaging in culturally inappropriate behavior	• Suppression of familiar behaviors when culturally inappropriate; generation of appropriate behaviors
Emotion regulation	The ability to monitor and revise emotions in an automatic or controlled manner	• Control over which emotions are experienced, how and when they are experienced, and how and when they are expressed