

Cultural Intuitiveness®

To be culturally intuitive is to appreciate how your words, attitude and behavior can minimize offense to gender, racial, cultural, disabled, aged or other identity groups by **being** truthful and transparent to **who we** are in a manner that **invites trust**, allowing others to hear us and for us to *accept what we hear* from others

- First Aspect of Cultural Intuitiveness®: Being Inclusive through creating a safe space, expecting respect from everyone so that everyone can be who they are by putting them in the position of power and being guided by their use of their power:
 - Demographics: accumulation of life experiences and skills to date
 - Attitude: unique interpretation past and present events through the lens of individual and group values
 - Behaviors: the present process of connecting with others, by choice or by chance and the associations engaged
- Second Aspect of Cultural Intuitiveness®: Attitudinal readiness and self reflection that develops trust, transparency and transmission of knowledge that may lead to:
 - Awareness of and **respect** for the positives in the community
 - Belief that strengthening and stabilizing these positives is a priority
 - Desire to hear the **voice** of others in a manner that creates room for **cooperative** deliberation and valued decision-making
 - Building** an appropriate approach that crafts effective responses
 - Sense of ownership and responsibility for these responses
- Third Aspect of cultural Intuitiveness®: To be in a responsive stance that accepts what others see, appreciate their individual world view and allow them to speak their truths so that together you may manage the dynamics of differences in an effective, action oriented manner.
 - Inclusive information flow:** Flexible, responsive system
 - Diverse and Effective:** Forum that supports, integrates and appreciates the value of data driven, outcome-based planning
- Fourth Aspect of cultural Intuitiveness®: Institutionalize cultural knowledge, attitudes, and behaviors
 - Action oriented:** Process and plan that allows for problem-solving and decision-making
 - Leadership that is valued:** Recognition of the need to use effectively limited resources
- Fifth Aspect of cultural Intuitiveness®: Adapt to the cultural conditions of the communities we share.
 - 1) Celebrating success
 - 2) Believing in the human potential
 - 3) Recognizing what is tacit knowledge
 - 4) Being absent of complacency
 - 5) Transparency (openness and informal exchange)
 - 6) Supporting and trusting each other
 - 7) Discovering the community's needs and readiness
 - 8) Making mistakes and learning from them