

The background features several large, overlapping, colorful swirls in shades of purple, green, and blue. Interspersed among these swirls are numerous small, yellow, triangular shapes that resemble sun rays or confetti, scattered across the white background.

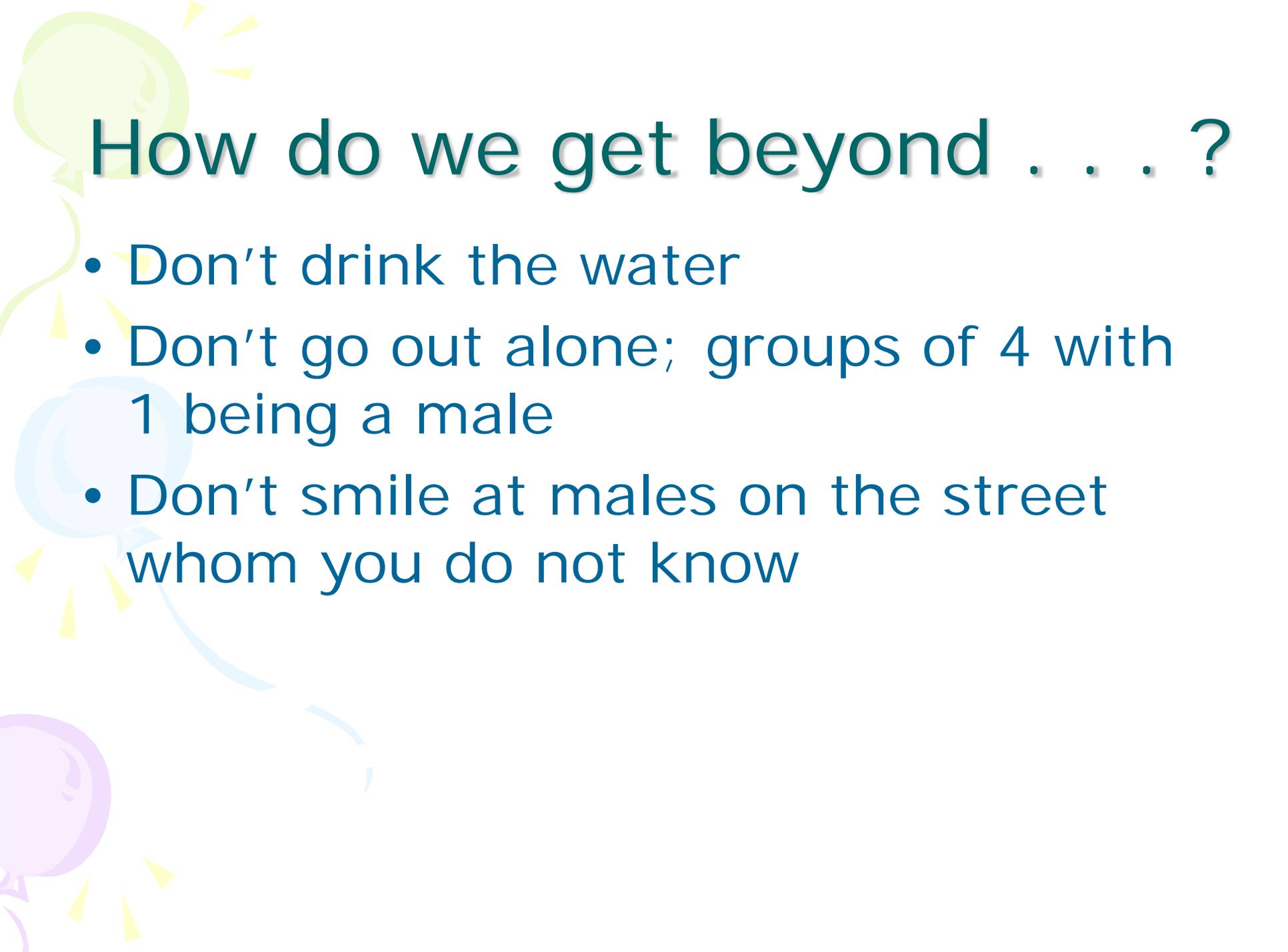
Developing cultural awareness in short-term missionaries

Howard Culbertson
Southern Nazarene University



Short term versus long term

- Short-termers generally do not get second chance opportunities



How do we get beyond . . . ?

- Don't drink the water
- Don't go out alone; groups of 4 with 1 being a male
- Don't smile at males on the street whom you do not know



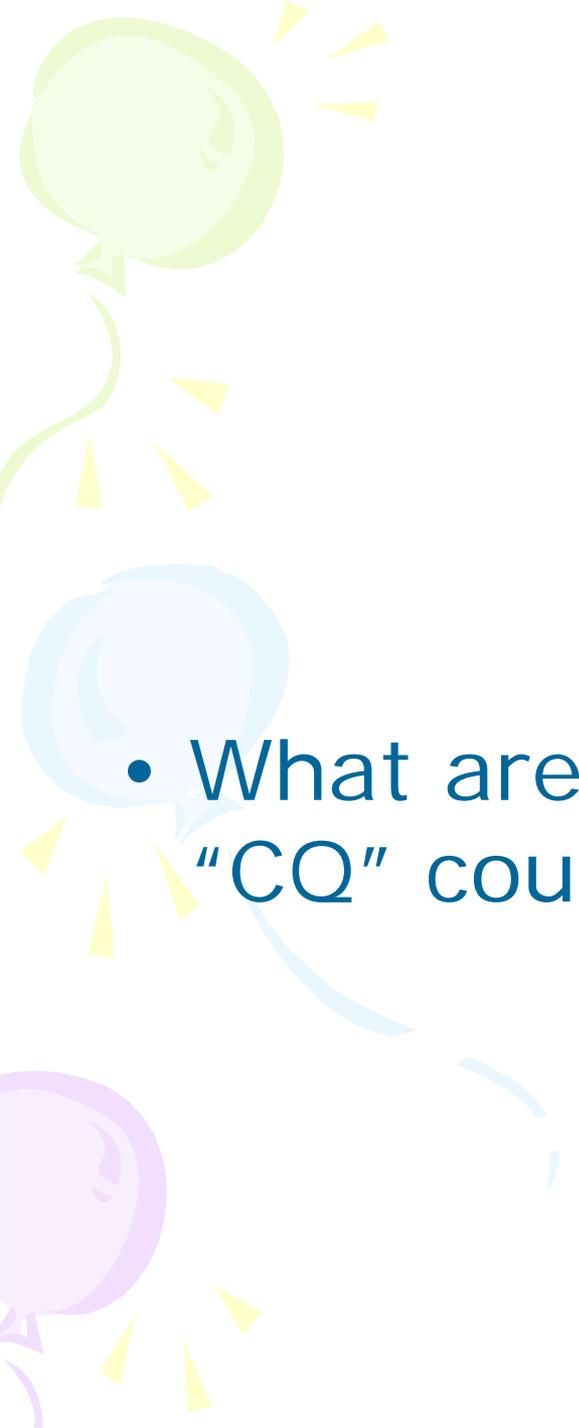
How do we keep from . . . ?

- Hardening stereotypes
- Reinforcing ethnocentrism



Can we make sure they do not come back saying . . . ?

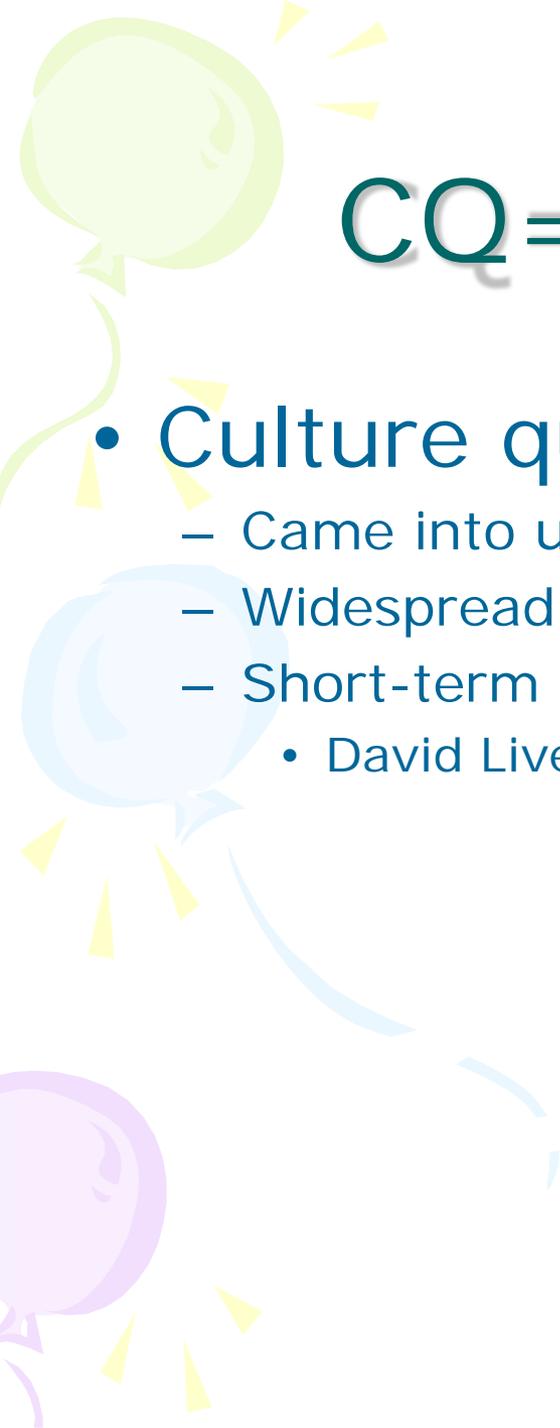
- “I need to be a great deal more thankful for all that I have”
- “They’re just like us”



CQ

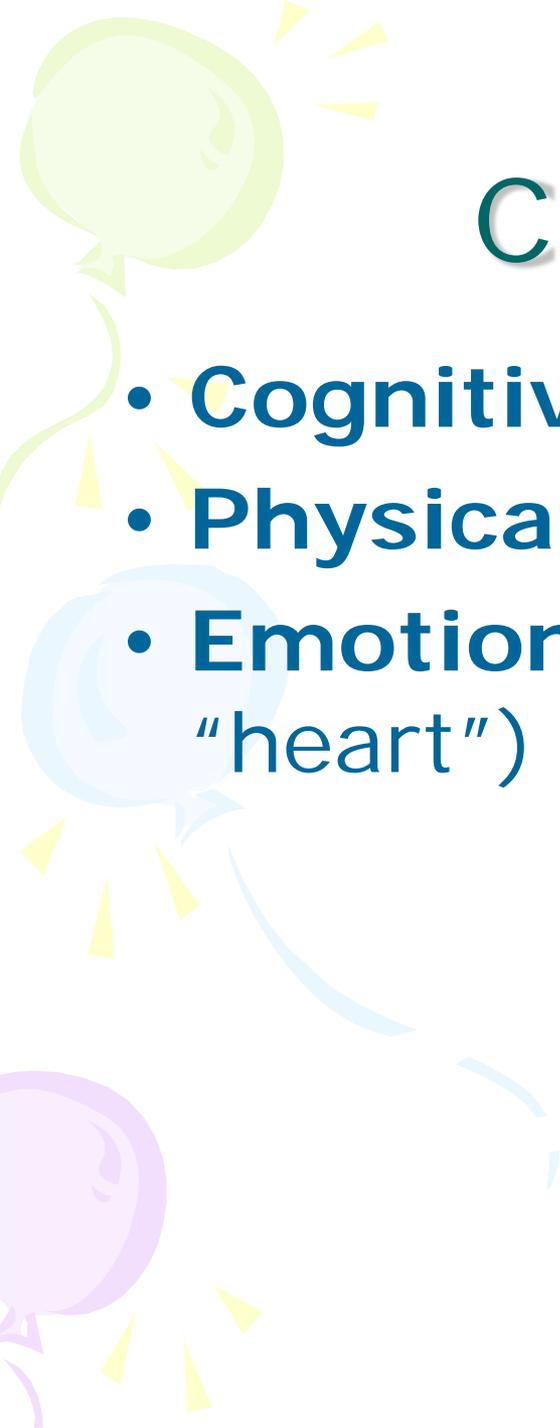
- What are possible phrases for which "CQ" could be an acronym?

- 
- A decorative graphic on the left side of the slide features three balloons in shades of green, blue, and purple, each with yellow streamers. The balloons are positioned vertically, with the green one at the top, the blue one in the middle, and the purple one at the bottom. The streamers are thin, curved lines that trail off to the right.
- Culture quotient
 - Cultural intelligence



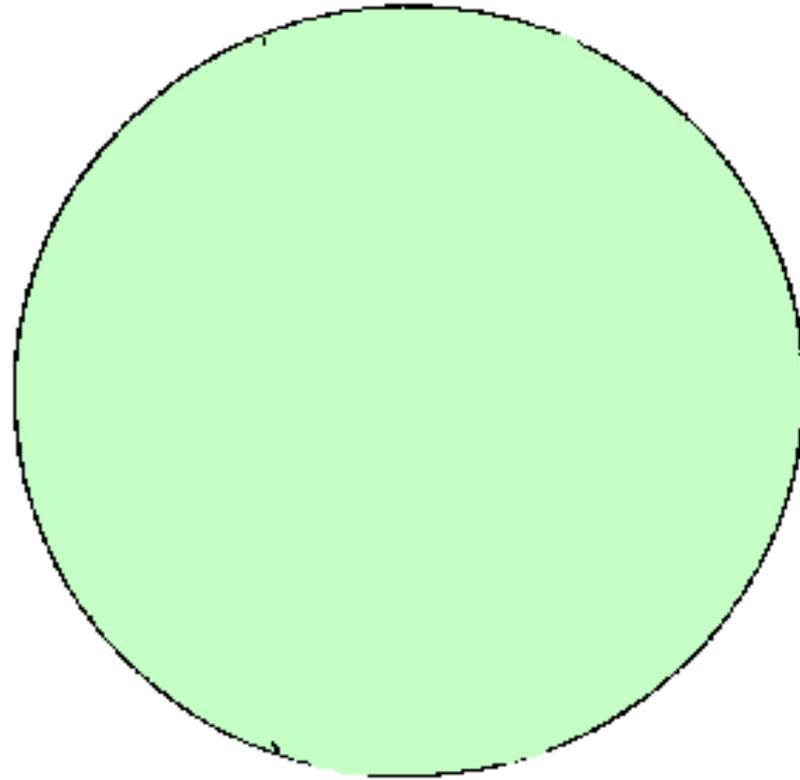
CQ= culture quotient

- Culture quotient / Cultural intelligence
 - Came into use about 4 years ago (*Harvard Business Review*)
 - Widespread now in business world
 - Short-term missions application
 - David Livermore's *Serving with Eyes Wide Open* (2006)

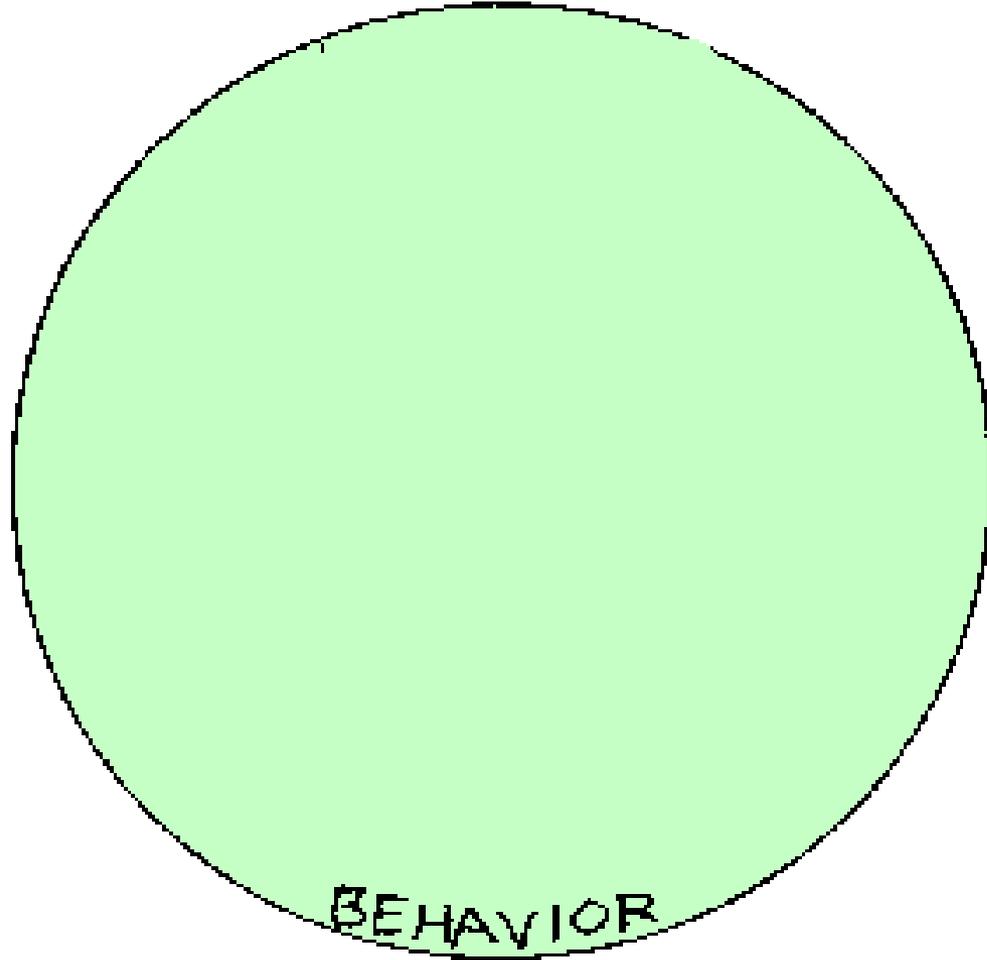


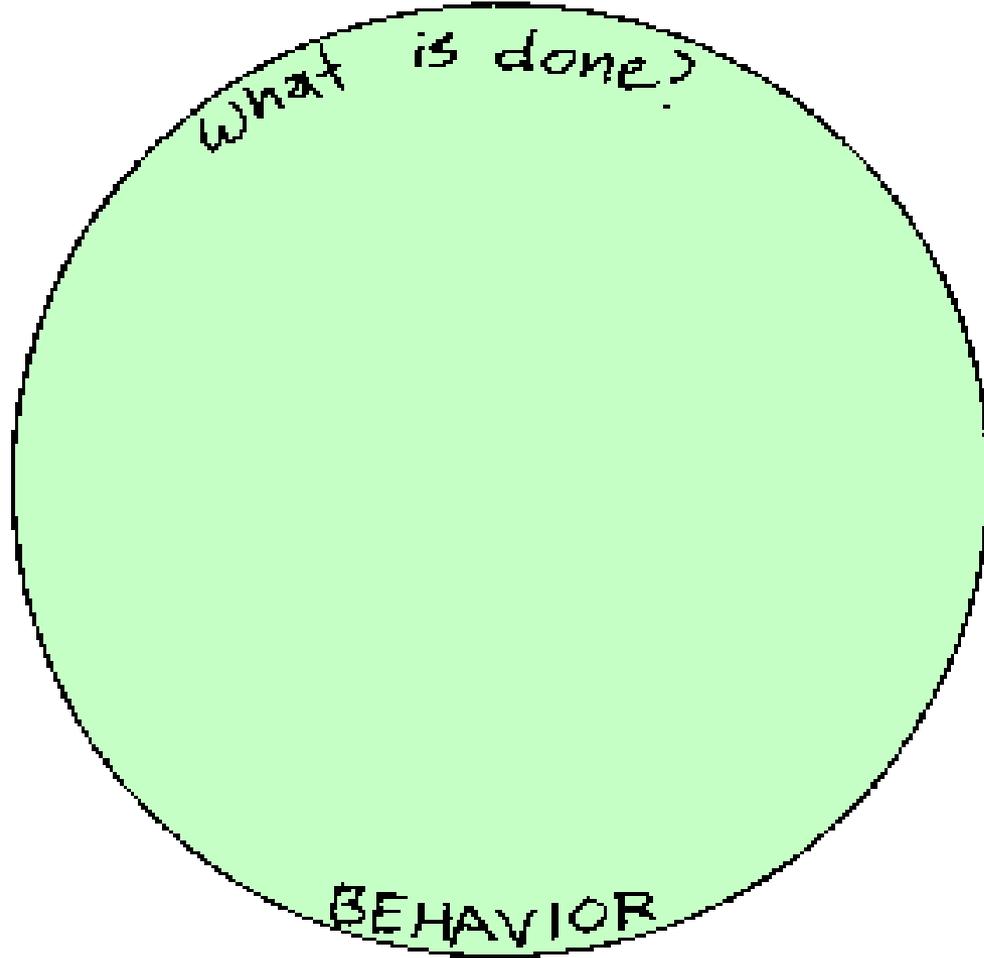
Culture Quotient

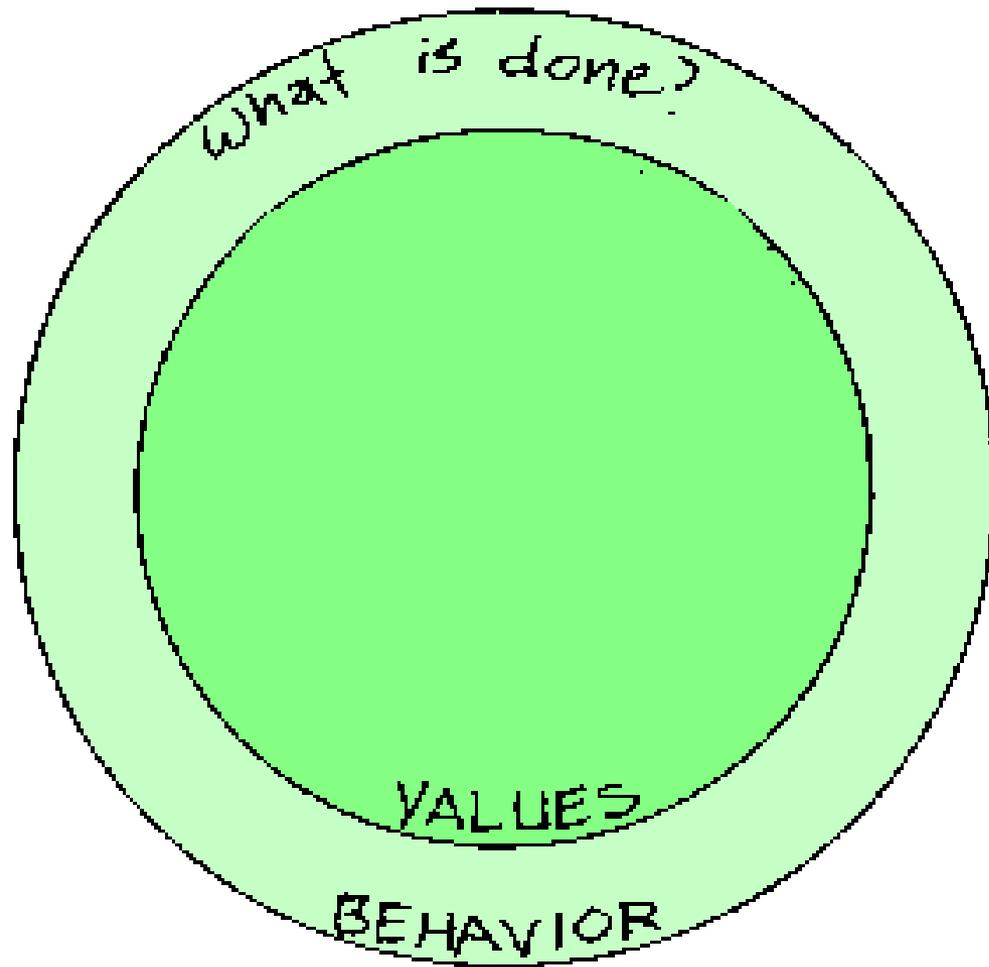
- **Cognitive** (the “head”)
- **Physical** (the “body”)
- **Emotional/Motivational** (the “heart”)

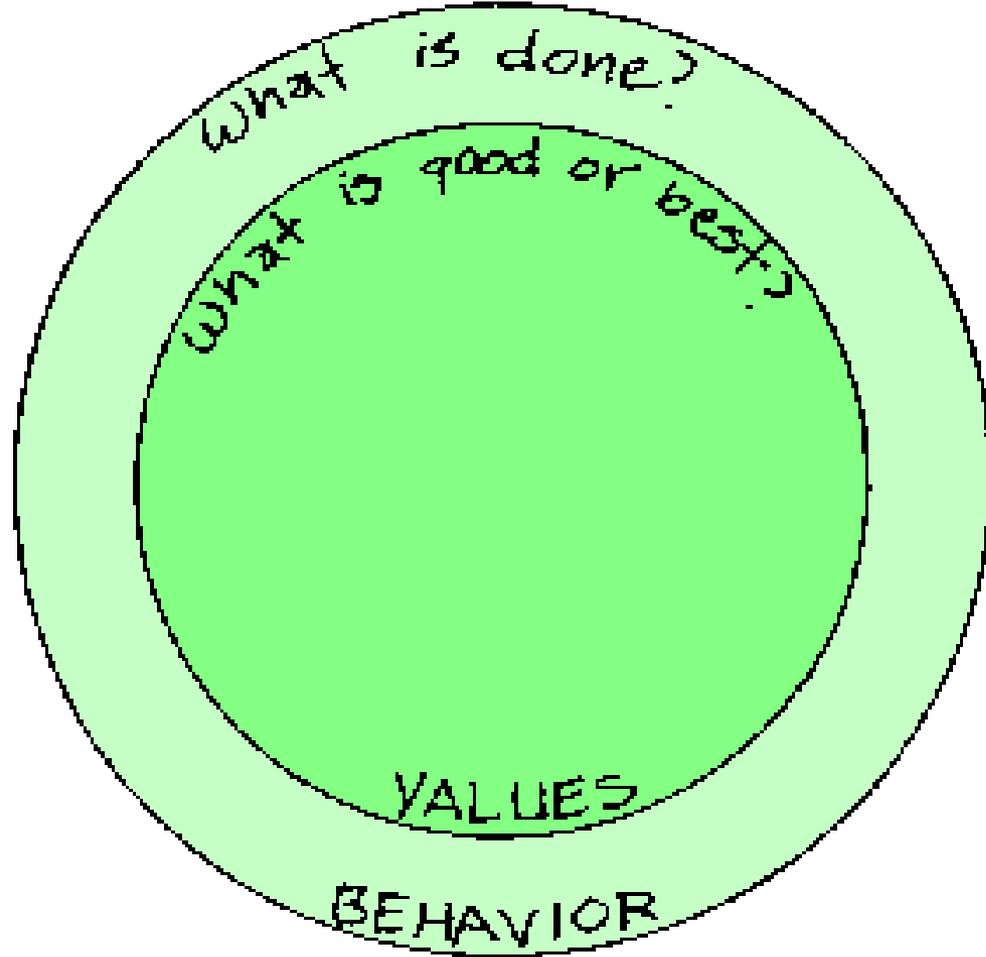


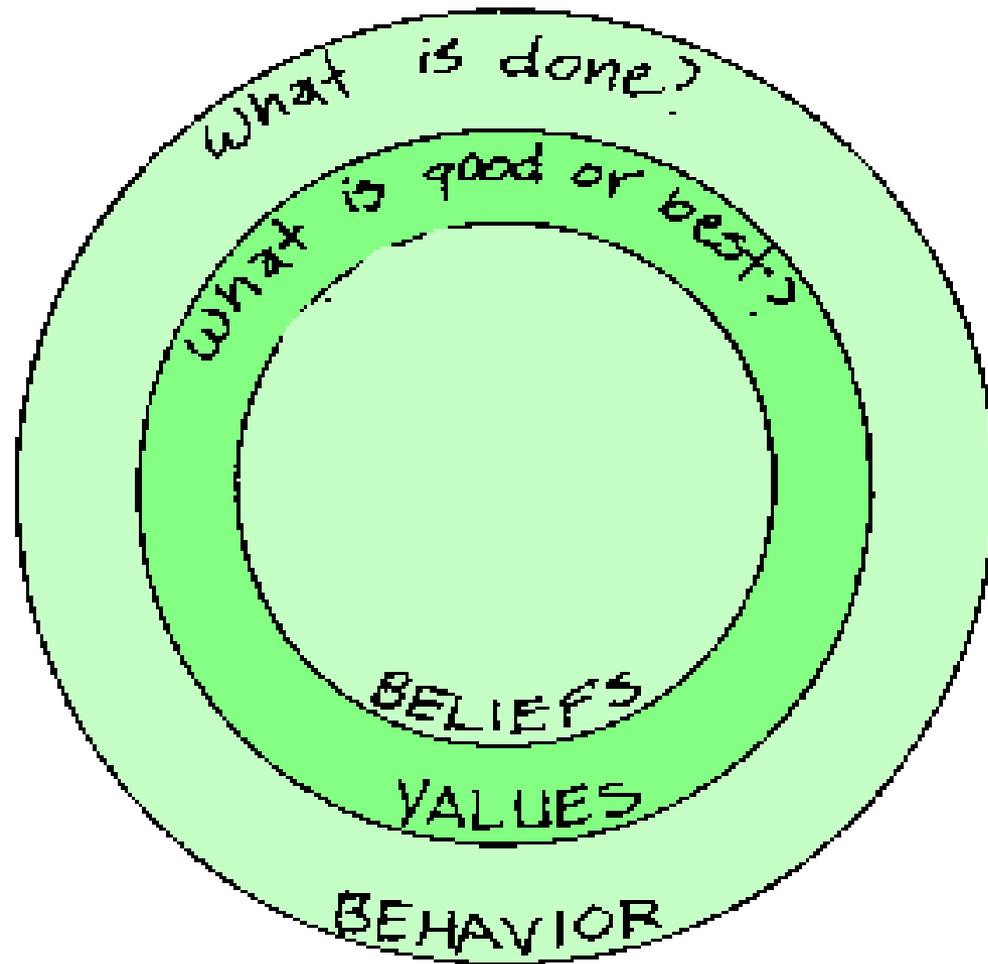
Viewing culture as successively
deeper levels of understanding
-- diagram by Lloyd Kwast

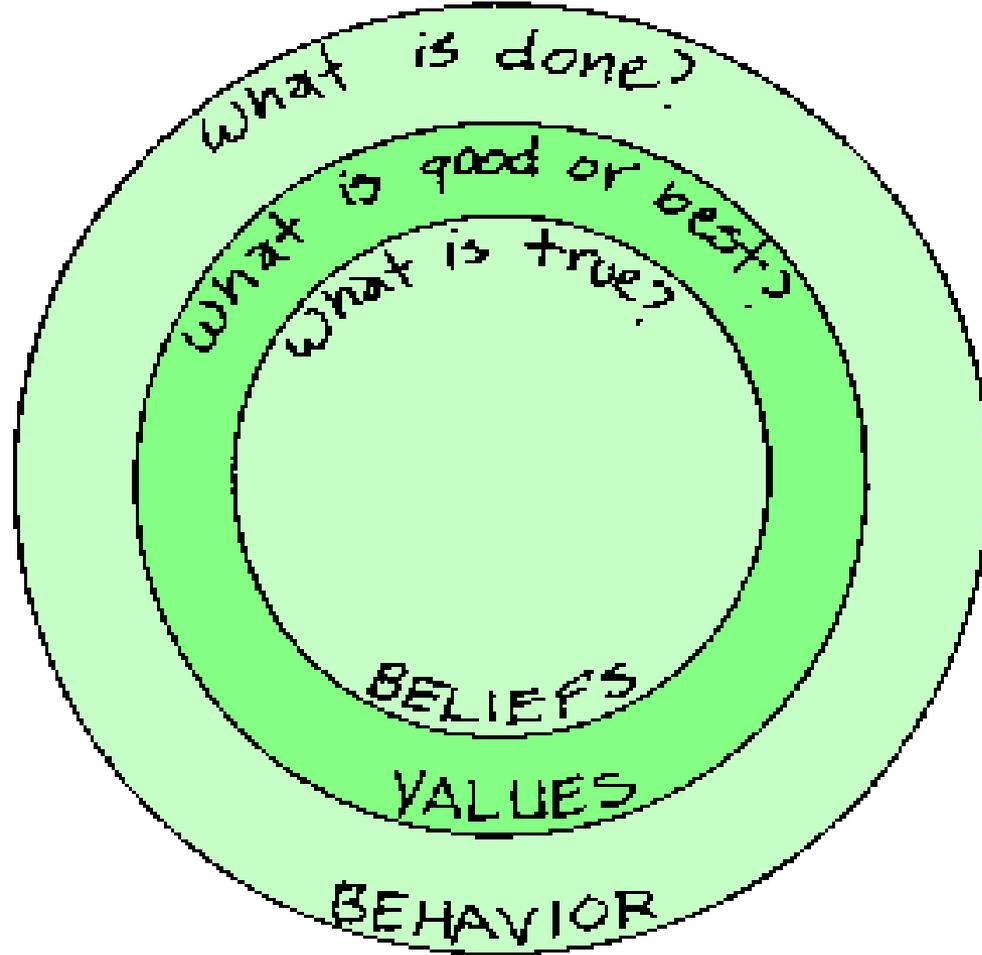


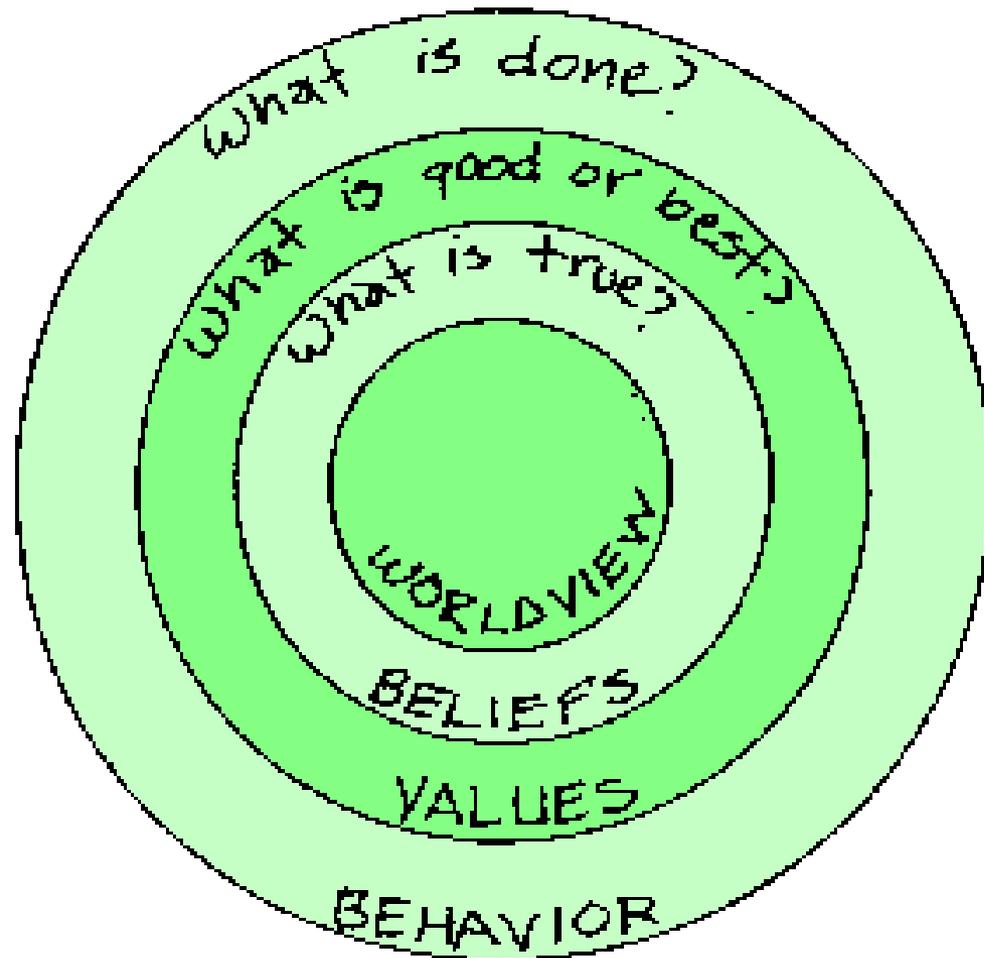


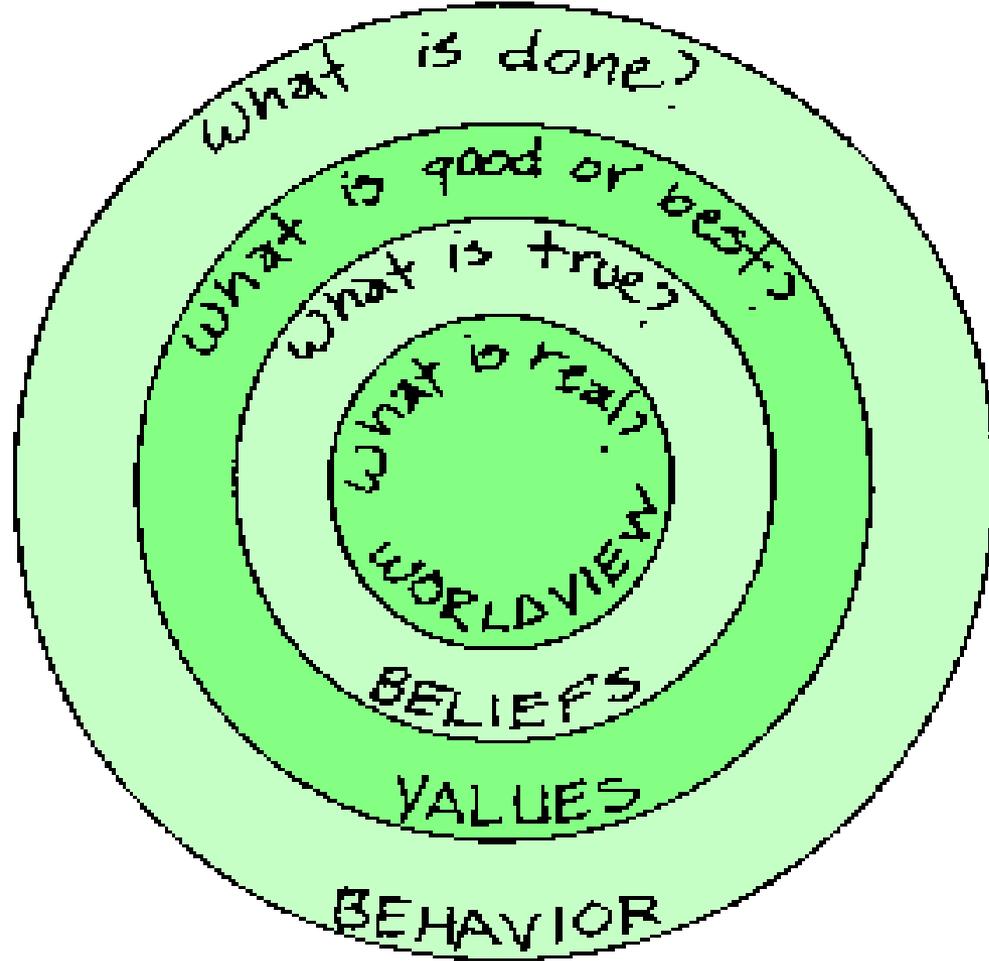












Iceberg: analogy for culture



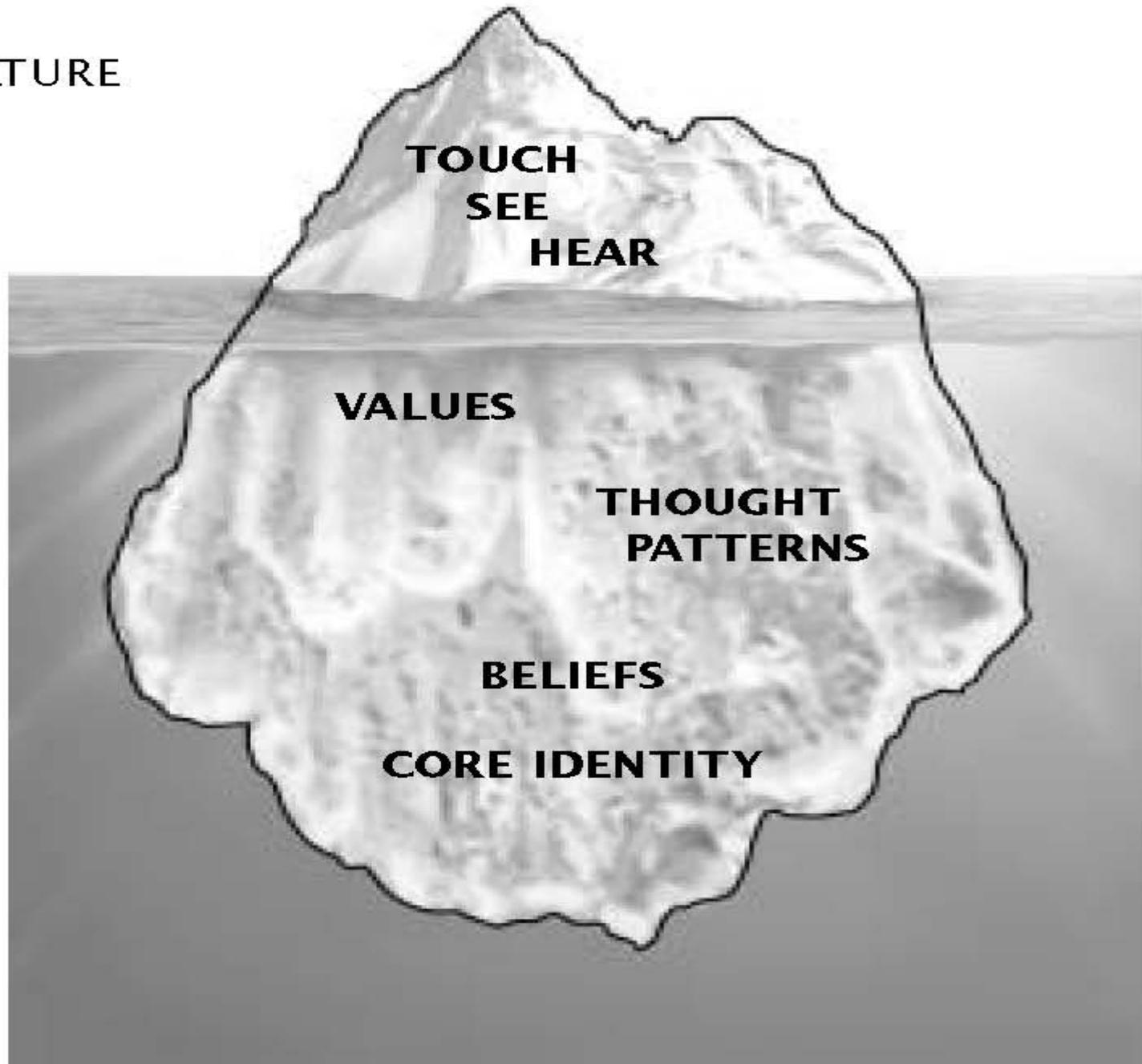
with credit to Marc Siemens and Gary Weaver

EXTERNAL CULTURE

- Explicit
- Objective
- Conscious

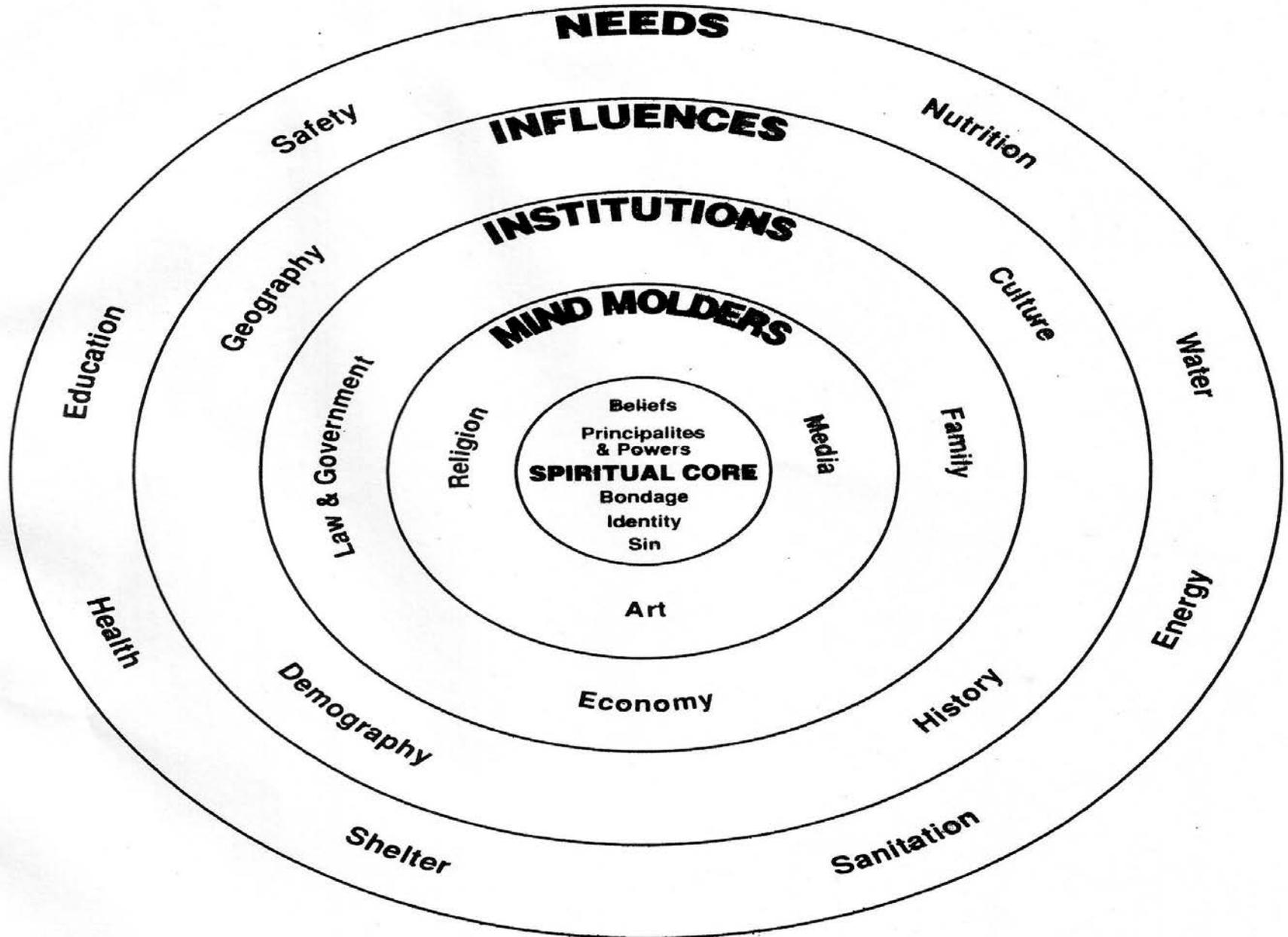
INTERNAL CULTURE

- Implicit
- Subjective
- Unconscious



Culture Wheel

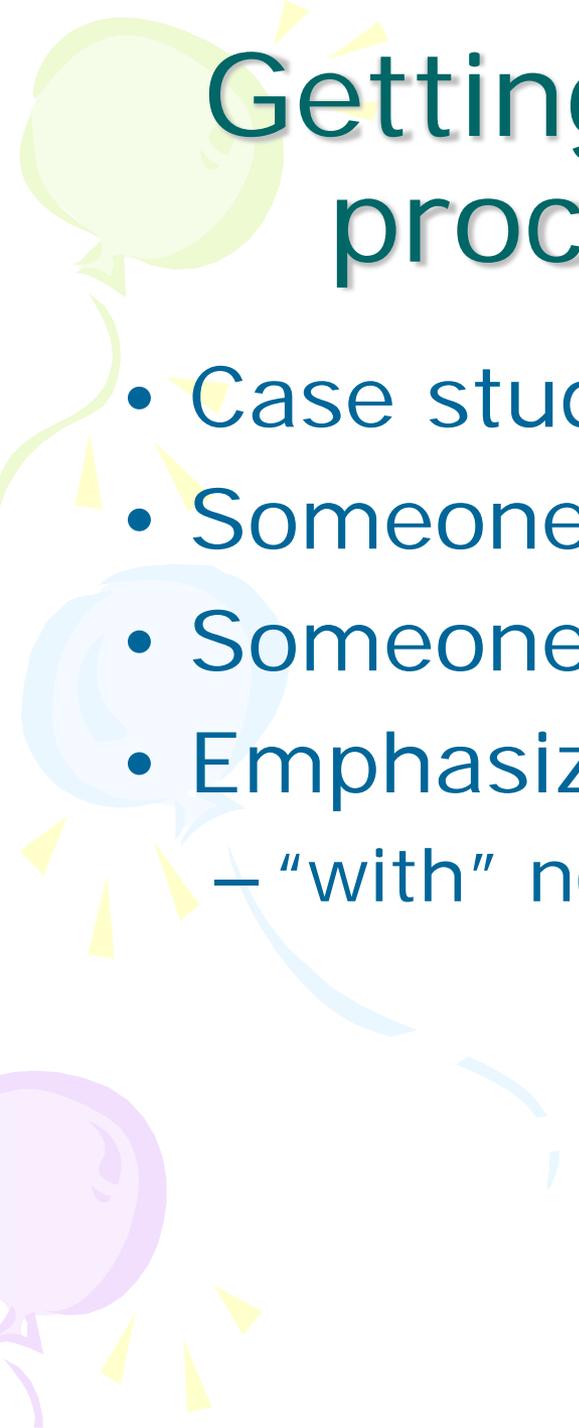
Bob Sjogren, Bill and Amy Stearns





CQ Components

- Knowledge
- Interpretation
- Behavior
- Perseverance



Getting people to actively process all four areas

- Case studies
- Someone from there
- Someone who's been there
- Emphasizing relationships
 - “with” not “for”



Knowledge

- An understanding that culture can be seen as the “software” that runs our minds
- Some key issues
 - High context versus low context
 - Time orientation (event time vs clock time)
 - Individualism / corporateness
 - Power distance
 - Uncertainty avoidance



Interpretation

- Turning off cruise control
- Holistic observation



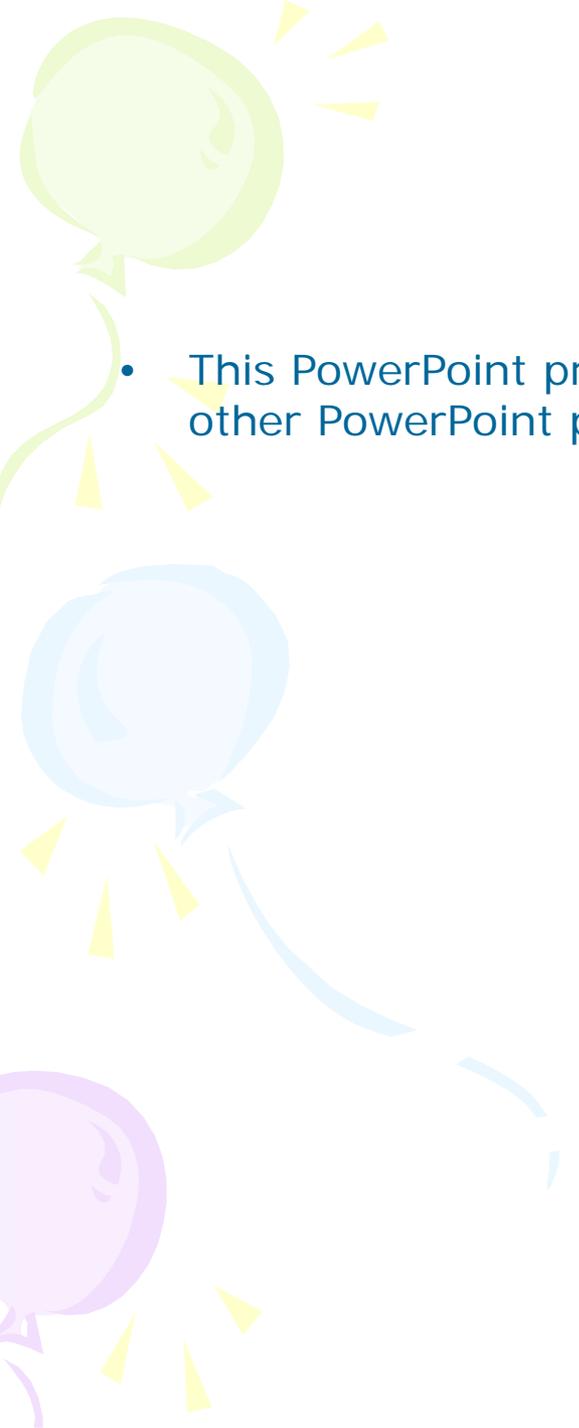
Behavior

- How do we move to seeing this as an outcome rather than a starting point?



Perseverance

- Level of interest, drive and motivation to adapt cross-culturally

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- A decorative vertical column of three balloons is positioned on the left side of the slide. The top balloon is light green, the middle one is light blue, and the bottom one is light purple. Each balloon has a small yellow starburst graphic below it, and a thin, curved line representing a string or ribbon extends downwards from each balloon.
- This PowerPoint presentation is available along with related materials and other PowerPoint presentations at <http://home.snu.edu/~hculbert/ppt.htm>