
Summary Orientation Descriptions

Denial *An orientation that recognizes more observable cultural differences (e.g., food), but may not notice deeper cultural difference (e.g., conflict resolution styles) and may avoid or withdraw from such differences.*

Polarization *A judgmental orientation that views cultural difference in terms of “us” and “them” This ranges from (1) a more uncritical view toward one’s own cultural values and practices coupled with an overly critical view toward other cultural values and practices (Defense) to (2) an overly critical orientation toward one’s own cultural values and practices and an uncritical view toward other cultural values and practices (Reversal).*

Minimization *An orientation that highlights cultural commonality and universal values and principles that may also mask deeper recognition and appreciation of cultural differences.*

Acceptance *An orientation that recognizes and appreciates patterns of cultural difference and commonality in one’s own and other cultures.*

Adaptation *An orientation that can shift cultural perspective and change behavior in culturally appropriate and authentic ways.*