



Multicultural Competency Self-Reflection Worksheet

Rate your level of confidence with the following competencies, with 1 being the least level of confidence and 5 being the highest level of confidence.

Individual Competencies	1	2	3	4	5
Aware of my personal culture and how it affects my perceptions of others					
Aware of how my personal relationship and history with authority, conflict, and ways of doing things affect how I work in the organization					
Actively seek understanding of my identity and identity of others					
Understand my assumptions, biases, and values that impact how I see the world and others					
Possess interpersonal skills that foster multicultural competencies					
Have a client-centered orientation, including and not limited to openness and critical reflection in the areas of working with clients in diverse societies					
Aware of how power, privilege, and inequities impact social relationships					
Able and open to communicate with different communication styles					
Willing to shift my communication skills to accommodate their impact on others					
Aware of how I live with my privilege and my oppression					
Willing to challenge behaviors, programs, policies, and procedures that reinforce systemic barriers					
Willing to advocate for programs, policies, and procedures that challenge systemic barriers					

Individual Competencies	1	2	3	4	5
Know how differences in worldviews affect wellness engagement					
Enjoy multicultural interactions					
Vigilant in identifying and addressing all forms of systemic barriers					
Understand ways in which culture can impact wellness choices					
Aware of how social determinants of health could impact wellness needs and solutions					
Aware of the influence of spirituality or religion on beliefs about health, wellness, and well-being					
Understand the values and belief systems of the populations I serve					
Know the dietary and physical activity choices of the populations I serve based upon such things as ethnicity, income, and neighborhood resources					
Communicate in a manner that is preferred and easily understood by the population that I serve					
Have affiliations that enhance wellness offering (e.g., traditional healers, businesses and merchants who serve the needs of ethnically diverse populations, cultural advocacy organizations, faith-based organizations)					
Understand how different cultural groups use complementary and alternative medicine					

If you scored 2 or below in a category, what is your strategy to develop competency in that area?
