



# CHECK-6



JUNE 2024 – CULTURAL HUMILITY

## MISSION CHALLENGE

This month's Check-6 focuses on cultural humility. Cultural humility is a life-long process where Airmen/Guardians are committed to engaging in consistent self-reflection to understand diverse cultures and lived experiences; it is a mindset that requires honesty, no one gets it right all the time. Cultural humility is an important leadership attribute that has broad applicability in the Department of the Air Force.

## MISSION PLANNING

*Review this section to prepare for conversations with your team.*

Culture is not stagnant. It changes as we interact with others, move to new places, and evolve throughout life. While cultural competence refers to a mastery of knowledge about different cultures, a person who practices cultural humility is aware of their limitations in cross-cultural knowledge and perspective. Cultural humility focuses on a person-centered approach to cultivate relationships with teammates and leaders. In doing so, each individual has agency over their experience and perspective allowing one to reach shared understanding about their differences and enhancing feelings of connectedness and belonging. Cultural humility requires one to sit in discomfort and engage in life-long learning, unlearning, and relearning.

When reflecting on your personal and professional experiences, consider how practicing cultural humility impacts your relationships by answering the following questions:

- 1 How does your culture shape your perspectives and leadership style?
- 2 Given the global nature of your work, how do you proactively foster an environment where cultural humility is a common practice among the Airmen/Guardians who are under your leadership?
  - Have there been situations where miscommunication or misunderstandings occurred due to cultural differences? If so, how did you address them?
- 3 When dealing with cultural conflicts, what strategies do you employ to proactively mitigate potential cultural conflicts within your unit? How do you support a trusting space when addressing cultural conflicts?

### Cultural Competence

- Connotes "mastery" of knowledge which is hard to attain
- Emphasizes the perspective of dominant culture
- May increase generalizations

### Cultural Humility

- Promotes flexibility
- Encourages openness
- Maintains intra and interpersonal approaches
- Ensures life-long learning process
- Enhances vulnerability

## MISSION EXECUTION

*Frame the conversation using Monthly Challenge*

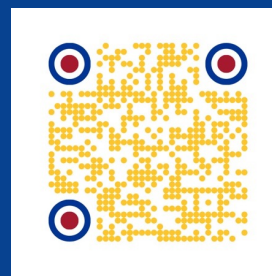
Airmen/Guardians must have the ability to effectively interact and communicate with people from diverse cultures. This involves respecting, and valuing differences in beliefs, values, customs, behaviors, and norms. Facilitate a discussion with your teams on how cultural humility has influenced their life, both professionally and personally using the following questions:

- 1 How would you personally define cultural humility, and what does it mean to you in the context of your team's work?
- 2 Have you ever encountered challenges in communication due to cultural differences? How did you address those challenges, and what did you learn from the experience?
- 3 What are the specific practices or initiatives you believe would enhance teamwork and cohesion within a culturally diverse team?

## MISSION SUPPORT

*Additional Resources*

- 1 Watch the short video on **What is Cultural Humility?**
- 2 Read **Cultural Competence vs. Cultural Humility** by Carrie McDonnell



### CHECK-6 FEEDBACK

We want to hear from you! Use the QR code to complete a short survey about your Check-6 discussion with your team. Participation is voluntary.

SCAN ME!

#### REFERENCES

1. Tervalon, M. & Murray-Garcia, J. (1998). Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. *w*, 117-125. <https://doi.org/10.1353/hpu.2010.0233>