

BENNETT MODEL OF CULTURAL COMPETENCE

This model is represented by a continuum that moves from ethnocentrism to ethnorelativism. Individuals and organizations may be at different points on the continuum.

Stage 1: Denial

Denying that cultural differences exist.

Stage 2: Defense

Acknowledging that certain cultural differences exist, but because those differences are threatening to his or her own sense of self, the individual constructs defenses against those differences. Three commonly used defense mechanisms are:

Denigration - negative stereotyping of another group

Superiority - placing one's own group above another

Reversal - denigrating one's own culture and idealizing of another.

Stage 3: Minimization

Acknowledging cultural differences, but trivializing them, believing that human similarities far outweigh any differences.

Stage 4: Acceptance

Recognizing and valuing cultural differences without evaluating those differences as positive or negative. This stage moves an individual from ethnocentrism to ethnorelativism.

Stage 5: Adaptation

Developing and improving skills for interacting and communicating with people of other cultures.

Stage 6: Integration

Valuing a variety of cultures, but constantly defining one's own identity and evaluating behavior and values in contrast to and in concert with a multitude of cultures.