

Ethno-relative Vs. Ethnocentric

Learner/Player

Knower/Victim

Curiosity

- Disinterest
- Irrelevance
- Superiority

Cultivation

- Minimization
- Trivialization
- Denigration

Collaboration

- Distancing
- Separation
- Isolation

Ethno-relative Development

Ethno-relative Behaviors	Competencies	Knowledge	Underlying Values	Qualities
Curiosity	<ul style="list-style-type: none"> • Inquiry skills • Listening skills • Self-awareness • Self-development • Discernment 	<ul style="list-style-type: none"> • One's own culture • Other cultures 	<ul style="list-style-type: none"> • Learning • Knowledge 	<ul style="list-style-type: none"> • Humility • Courage
Cultivation	<ul style="list-style-type: none"> • Understanding others (needs, customs, values) • Patience • Optimism • Integrity & trust 	<ul style="list-style-type: none"> • The other (internally & externally) • How to request & invite rather than tell or sell 	<ul style="list-style-type: none"> • Love • Pleasure • Self-worth 	<ul style="list-style-type: none"> • Appreciation • Generosity
Collaboration	<ul style="list-style-type: none"> • Relationship building • Agility (flexibility, adaptability, facilitation) • Motivating others • Personal disclosure 	<ul style="list-style-type: none"> • Personal strengths • The other's skills, knowledge, capability, etc. • Integration as opposed to conversion 	<ul style="list-style-type: none"> • Achievement • Learning • Developing relationships • Others' ideas/ perspectives 	<ul style="list-style-type: none"> • Respect