

# Cross-Cultural Competence

Overview: Cross-cultural competence in the military is defined as “the ability to quickly and accurately comprehend, and then act effectively and appropriately in a culturally complex environment to achieve the desired effect – without necessarily having exposure to a particular group, region or language.” (Selmeski, 2007) Cross-cultural competence is important not just to military operations with foreign persons and agencies, but also increasing social, spiritual, and moral/ethical fitness and overall resiliency.

Relevancy: Training and Readiness Event MCCS-LDR-1006, “Apply Cultural Knowledge and Skills” applies to all ranks. (NAVMC 3500.18D)

## **Resources**

The following resources are for further training and education on cross-cultural competence.

### **Introductory Level**

Hyun, J. & Conant, D. “[3 Ways to Improve Your Cultural Fluency.](#)” Harvard Business Review. April 25, 2019.

Radio Stockdale Podcast. Episode 14: “[Cross Cultural Competence.](#)” Stockdale Center for Ethical Leadership, U.S. Naval Academy. May 4, 2020.

### **Intermediate Level**

These free online courses are to increase your level of cultural competency. Courses are for optional use by individuals and do not represent official views or policy of the Department of Defense, Department of the Navy, or U.S. Marine Corps.

[Innovation Institute, University of West Florida “Cross-Cultural Competency”](#)

[Global Health Institute, Harvard University “Cultural Competency \(offered through Global Health University\)”](#)

### **Advanced Level**

[Intercultural Development Inventory \(IDI\).](#)

The Intercultural Development Inventory® (IDI®) assesses intercultural competence—the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. Intercultural competence has been identified as a critical capability in a number of studies focusing on overseas effectiveness of international sojourners, international business adaptation and job performance, international student adjustment, international transfer of technology and information, international study abroad, and inter-ethnic relations within nations. The Intercultural Development Inventory is a 50-item questionnaire available online that can be completed in 15–20 minutes.

[Center for Advanced Operational Culture Learning – Marine Corps University](#)