



Expanding our View of the World

KNOWLEDGE WORKX INTER-CULTURAL
INTELLIGENCE FRAMEWORK

Ely Sena-Martin, Education Consultant
LE Presentation * April 13, 2021

What's Inter-cultural Intelligence?

The ability to **create new cultural spaces** to facilitate **win-win solutions** by **anticipating, correctly interpreting**, and **adjusting** to the culturally defined behaviors of others.



Knowledge Workx's Approach

Aware

Turn on the ICI spotlight!

Accept

If this is true: what are the consequences...

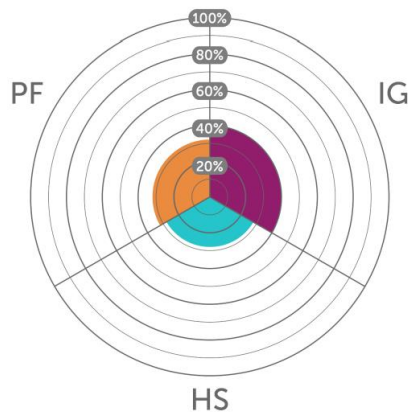
Adapt

What do I do to trigger a more constructive response

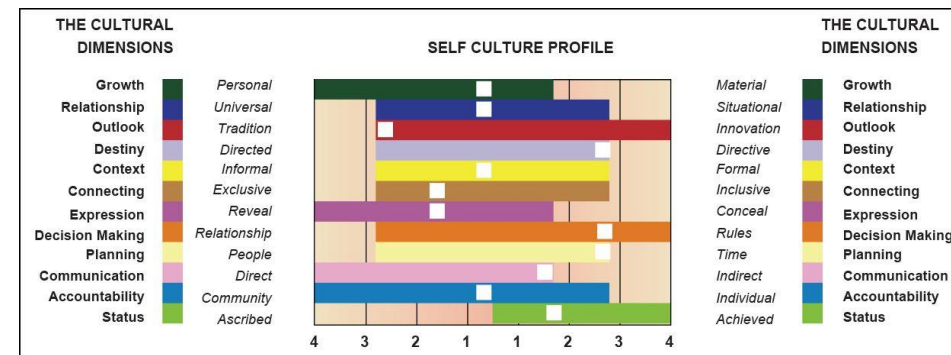


Knowledge Workx's Tools

KW tools to develop cultural **awareness, acceptance,** and **adaptation** skills:



The 12 Dimensions of Culture
Cultural Mapping inventory







Why Inter-cultural Intelligence?

The 10+ Most Important Job Skills Every Company Will Be Looking For In 2020 ([Forbes](#), Oct 2019)

1. Data Literacy
 2. Critical Thinking
 3. Tech Savviness
 4. Adaptability and Flexibility
 5. Creativity
 6. Emotional Intelligence (EQ)
 7. Cultural Intelligence and Diversity
 8. Leadership Skills
 9. Judgment and Complex Decision Making
 10. Collaboration
- BONUS: Self-Management

Top 10 skills of 2025

Type of skill

-  Problem-solving
-  Self-management
-  Working with people
-  Technology use and development

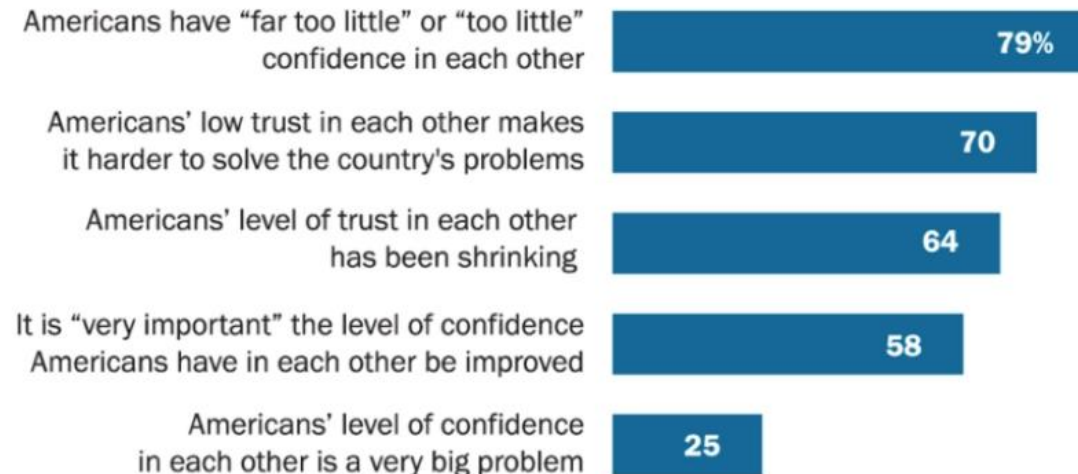
-  Analytical thinking and innovation
-  Active learning and learning strategies
-  Complex problem-solving
-  Critical thinking and analysis
-  Creativity, originality and initiative
-  Leadership and social influence
-  Technology use, monitoring and control
-  Technology design and programming
-  Resilience, stress tolerance and flexibility
-  Reasoning, problem-solving and ideation

Source: Future of Jobs Report 2020, World Economic Forum.

Why Inter-cultural Intelligence?

Americans are worried about the declining level of trust citizens have in each other

% of U.S. adults who believe ...



Note: Respondents who gave other answers or no answer are not shown.

Source: Survey conducted Nov. 27-Dec. 10, 2018.

“Trust and Distrust in America”

PEW RESEARCH CENTER

Those who think interpersonal trust has declined cite social ills, personal behavior and government problems among the reasons

71% of adults believe Americans are less confident in each other than they were 20 years ago

Among those, % who say _____ is a reason for the decline

NET Societal and policy problems	43%
People are more isolated, lonely, out for themselves	14
People are lazy, greedy, dishonest, untrustworthy; Millennials are a particular problem	11
Crime, violence, drugs, scams, general fear	9
Racism, racially sensitive issues, sexism	6
God, religion removed from public life, decline of morals	4
Inequality, problems of the poor	4
Immigration	1
Education, school performance problems	1
NET Government activity/inactivity	16
Polarization, gridlock	15
Government performance, problems, corruption	1
Technology/Internet/social media	12
NET Problems with the news media and information	11
Bias and news media performance	9
Misinformation in general, abundance of information	1
Conservative bias in news	1
Performance of Trump and Republicans	4
Performance of Democrats	2
Rise of extremism, hate	1
Other	2
Refused/Don’t know	24

Amplifying Our View of the World: The Mediating Role of Culture



Image source: [Bridges Together](#)

1) Observable Culture

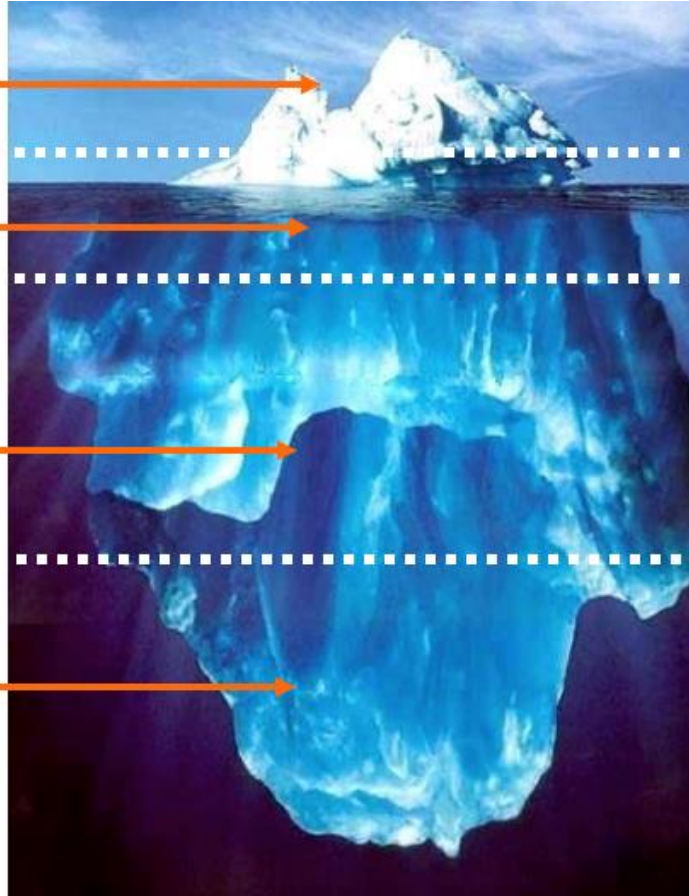
2) Attitude

3) Norms and Values

My Rules for Success

4) Beliefs

My Chosen Truths



Expanding Our View of the World: Layers of Culture



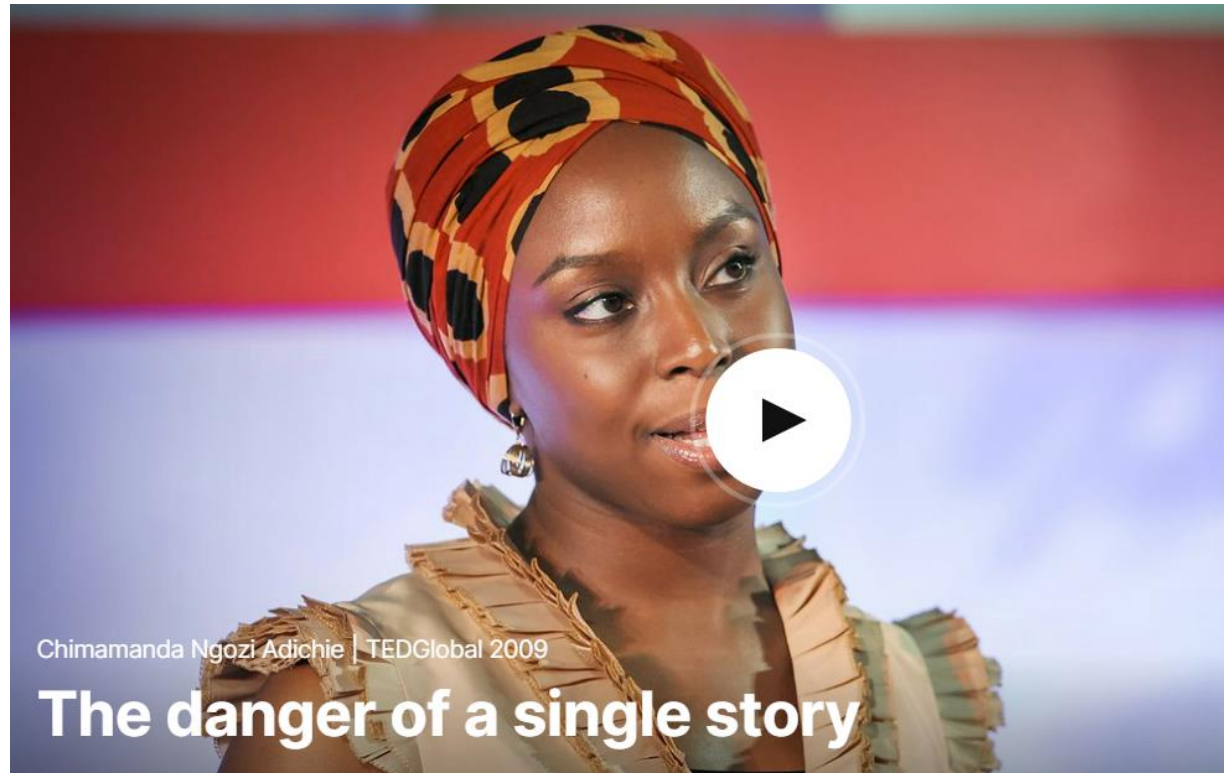
Why Do See, Think and Act the Way We Do? Cultural Preferences

We are used to accepting psychological preferences and how those make us different.

We often forget that we also have cultural preferences and tend to think these are universal.



Layers of Culture Impact our Perceptions



https://www.ted.com/talks/chimamanda_ngozi_adichie_the_danger_of_a_single_story?language=en



Expanding our View

1. Learn more about cultural preferences and become cultural learners (not cultural critics).
2. Pause to question assumptions and see multiple interpretations.

Expanding Our View: Three Colors of Worldview



**What is a
WORLDVIEW?**

Three Colors of Worldview

1) Observable Culture

2) Attitude

3) Norms and Values

My Rules for Success

4) Beliefs

My Chosen Truths



Three Colors of Worldview



Are present in
every person



Distinct groups
of people might
have common
preferences



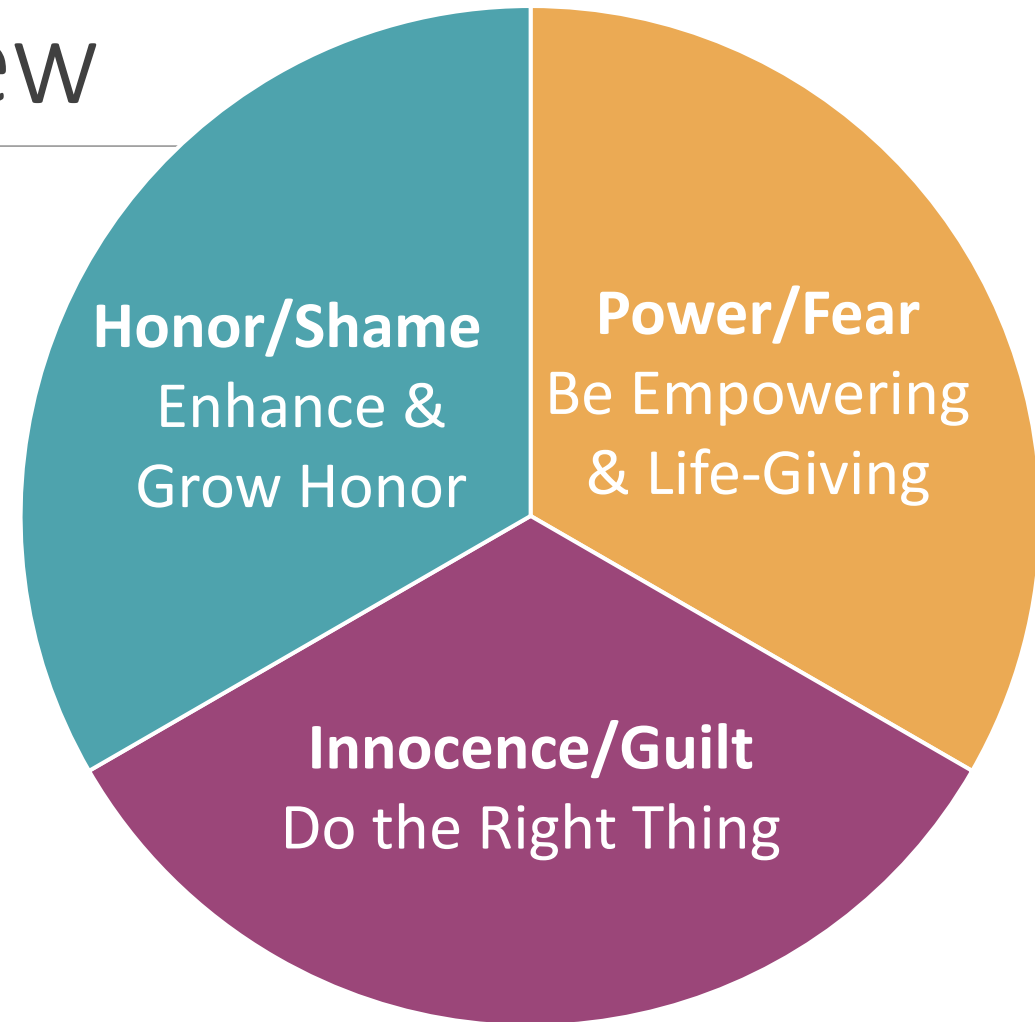
Are the three
reactions to
environment



Three Colors of Worldview

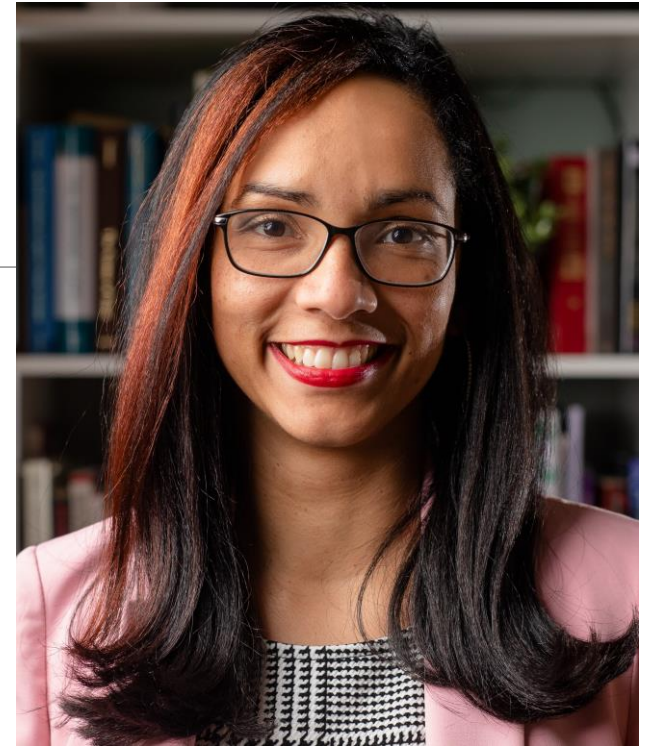
Understanding our worldviews can help us become **cultural learners** of ourselves and others.

Once we know about the Worldviews, we can't ***unsee*** them!



Learn More

- Knowledge Workx's [website](#)
- [Brief overview](#) of Knowledge Workx's ICI
- Contact me for coaching session to explore your cultural preferences with the *Three Colors of Worldview Assessment* and *12 Dimensions of Culture Mapping Inventory*



Ely Sena-Martin



Inter-Cultural Intelligence
Certified Practitioner
A KnowledgeWorkx Brand

esenamartin@gmail.com
linkedin.com/in/esenamartin