GLOBAL COMPETENCE TOOLKIT

A GUIDE FOR TEACHERS

In today's interconnected world, cultivating global competence is paramount for educators aiming to foster student growth and professional success. The Global Mind Partner (GMP) team crafted this comprehensive toolkit to empower educators with the knowledge and tools to integrate global competence into their teaching practices. This toolkit delves into various aspects, including the importance of global competence, strategies for fostering it in the classroom, and resources for professional development. The goal is to provide educators with a wealth of information and resources, which can help you in supporting your students.

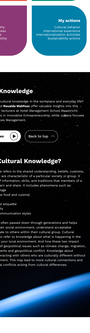
Supporting Your Students

As a teacher, you can support students in selecting activities that challenge them appropriately while building their confidence. Encourage students to reflect on their experiences and learning processes, helping them identify challenging yet achievable goals. Foster a supportive classroom where students feel comfortable sharing their activities and their ups and errors to earlier phases as they develop greater self-awareness and confidence.

Consider using these activities to focus for classroom discussions, reflections, or as part of your journal. The most powerful learning often occurs when students can share their experiences and insights with peers.

How This Toolkit works

The GMP's underlying theoretical model consists of four dimensions: **Knowledge, Mindset, Skills, and Attitudes**. Each dimension is divided into **two subdimensions**. **Click on the pictures in the model to navigate through this toolkit.**



Each dimension is divided in different categories. Click on the icon to navigate to the chapter. Click on the icon in the upper right corner to return to the overview. Each chapter is supported by activities organized into four progressive phases: Awareness, Knowledge, Skills, and Attitudes, ensuring all engagement:

- Reflect activities encourage individual introspection and self-assessment, prompting students to consider their backgrounds, biases, and initial perceptions of cultural and emotional responses. Students can complete these activities independently, laying the foundation for subsequent engagement in more collaborative tasks.
- Learn activities involve active information gathering and exploration. Students might research cultural practices, engage in guided discussions, or participate in simulations to gain new perspectives and cultural insights. They work as a bridge between reflection and more interactive skill-building.
- Do activities require students to take concrete actions in their daily lives. These tasks vary from experiences might involve interviews with family members, attending cultural events, or applying your newly acquired knowledge in practical scenarios. These activities are crucial for real-world interaction with others, particularly those from different cultural backgrounds. These collaborative experiences help students practice communication, problem-solving, negotiation skills and build genuine cross-cultural connections.

Cultural Knowledge

Your knowledge is cultural knowledge in the workplace and everyday life? Cultural knowledge encompasses understanding different cultures, their traditions, beliefs, and historical backgrounds. It also includes recognizing diverse lifestyles and societal structures. Students specialize in Interdisciplinarity, which allows students to develop holistic understanding.

Do you want to further increase your cultural knowledge but do not know where to start?

- **Reflect:** Reflect on your own cultural journey. Map out key of Google Scholars, Google Books, and Google Trends to identify trends and patterns, and shaping or international experiments. Travel critically moments when you encountered or learned about different cultures. Consider how these experiences shaped your initial perceptions and biases. This reflection helps in understanding and challenging these assumptions. It lays the groundwork for more objective cultural exploration and learning.
- **Learn:** Dive into diverse cultural topics. Utilize resources like books, TED Talks, documentaries, and films to learn how to create your map. Focus on understanding the fundamentals of various cultures, including their traditions, beliefs, and historical backgrounds. Use these resources to gain a deeper understanding of cultural nuances and complexities. Documentaries and films that showcase different cultures, and listen to podcasts that feature diverse perspectives, and discuss what that could mean for your cultural understanding.
- **Engage:** Start a conversation with someone from a different background or culture. This could be a friend, a colleague, or a family member. Ask questions to learn more about their culture and share your own cultural experiences.
- **Engage:** Connect with people from different backgrounds in your community or workplace. Attend cultural events, participate in discussions, and engage in multicultural environments. Learn from them as they share and show genuine interest.

Cultural Self-knowledge

What is Cultural Self-knowledge?

Cultural self-knowledge involves understanding individuals' understanding of their own cultural background, influences, and biases. It involves recognizing how one's upbringing, environment, and cultural heritage shape their values and interact with others. It is the awareness of how your own cultural background shapes your:

- Perspectives and biases
- Behaviours and habits
- Perspectives and worldviews
- Communication styles
- Biases and prejudices
- Traditions and customs
- Sense of belonging

Cultural self-awareness helps you understand your own cultural lens and how it influences your interactions with people from different cultures. It promotes mindfulness and sensitivity to cultural differences, enhancing your cultural influences your decisions and actions and better navigate cross-cultural interactions. This awareness is crucial for developing cultural self-knowledge as an ongoing process that requires reflection, openness, and sometimes challenges of your own deeply held beliefs.

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Do you want to further increase your cultural self-knowledge but do not know where to start?

- **Reflect:** Recall a situation or encounter that irritated or challenged you. Think about why it bothered you and what it says about your own biases and assumptions. This reflect on whether or not what you can learn from this experience and how it can shape your perspective.
- **Learn:** Read books or watch documentaries that offer new perspectives. Use this resource to learn about different cultures and challenge your own biases. Consider how other cultures shape your culture and how this can provide valuable insights.
- **Do:** Engage with someone from a different background or cultural background to specifically what they think is "typical" for your culture. What are the traditions, characteristics, behaviours that come to mind? Compare your answers with others and discuss what that could mean for your cultural self-awareness.
- **Engage:** Start a conversation with someone from a different background or culture. This could be a friend, a colleague, or a family member. Ask questions to learn more about their culture and share your own cultural experiences.

Language skills

Why is learning a foreign language beneficial for intercultural competence development?

Learning a foreign language provides direct access to different cultures, allowing you to see the world through new perspectives and gaining nuances that might usually be lost in translation. By engaging with a foreign language, you enhance your ability to understand and appreciate cultural values, traditions, and ways of thinking. This process fosters empathy, challenges stereotypes, and develops cultural intelligence. It prepares you for meaningful interactions in a globalized world, facilitating learning across different cultural contexts, promoting deeper appreciation and understanding of our diverse world.

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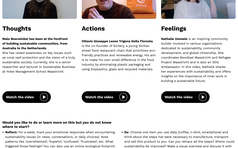
How to improve a foreign language?

- **Reflect:** Create a mind map to visualize your relationship with different languages. Include languages you speak, languages you want to learn, connections (home, education, entertainment, social, etc.) Did the learning of languages influence your worldview or did it change your perspective? Consider how these connections have shaped your view of the world. You're practice consistently, set aside time daily to read, listen, and practice language daily (it which you write down newly learned words and phrases, and review them regularly to reinforce your learning.
- **Do:** Be curious. Explore and learn about other languages that you want to learn, "How do you say..?" Listen to podcasts, or music in other languages. Watch TV shows or movies in other languages. Understanding different perspectives and cultural nuances can enhance your ability to move in your mother tongue. Practice your language skills with an exchange partner. This can improve your language skills as well as feedback after your cultural visit.
- **Engage:** Immerse yourself. Find a language exchange partner and practice speaking with native speakers.

Sustainability



Thoughts

Dirk Ascroft-Smith's base at the forefront of building sustainable communities. From Sustainable Business to Sustainability.

Dirk has held senior roles in big stock such as corel and production and the state of a truly sustainable business. Dirk is a Chartered Sustainability Practitioner and a Fellow of the Institute of Sustainability and Environmental Professionals. Dirk has held senior roles in big stock such as corel and production and the state of a truly sustainable business. Dirk is a Chartered Sustainability Practitioner and a Fellow of the Institute of Sustainability and Environmental Professionals. Dirk is a senior lecturer in Sustainable Business at Hotel Management School Maastricht.

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Actions

Sustainability Professional Lorene Trigona Della Pennata.

In the co-founder of Stellaria, a young Brazilian company that develops sustainable and ethical jewelry and accessories. Her mission is to make her own ethical lifestyle in the food industry by eliminating plastic packaging, using biodynamic, glass and recycled materials.

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Feelings

Dr. Beth Rye specialises in an inspiring community builder involved in various organisations focusing on sustainability development, including Greenpeace. She coordinates Woodland Mountain and Refuge Tree International. Dr. Beth Rye's work spans various sectors, including education, where her expertise with sustainability and effective leadership shines. She actively works to foster a sustainable future.

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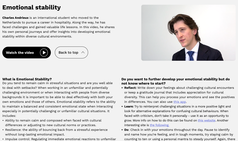
Would you like to do or learn more on this but you do not know where to start?

- **Reflect:** Think back about your emotional responses when encountering sustainability issues (news, conversations, or discussions). Do you feel patterns like 'overwhelmed,' 'hopeful,' 'confused,' 'frustrated,' etc. What does this tell you about your values and concerns? Consider how these emotions influence your actions and your sustainability journey. Reflect on how this emotional response impact your sustainability journey.
- **Learn:** Choose one item you use daily (clothes, t-shirt, smartphone) and trace its origin. Research the materials, manufacturing process, and transport and add this product to you. Can you retrace all the steps? Where could sustainability be improved? Share your findings with a friend or family member or a colleague. Or implement into this sustainable swap and join for a week (e.g., reusable coffee cup, shorter showers, reset free meal, reusable shopping bags, etc.).
- **Do:** Choose one item you use daily (clothes, t-shirt, smartphone) and trace its origin. Research the materials, manufacturing process, and transport and add this product to you. Can you retrace all the steps? Where could sustainability be improved? Share your findings with a friend or family member or a colleague. Or implement into this sustainable swap and join for a week (e.g., reusable coffee cup, shorter showers, reset free meal, reusable shopping bags, etc.).
- **Engage:** Find a local sustainability group or initiative (e.g., Fridays for Future, Greenpeace, Extinction Rebellion, etc.) Attend their meetings or events, and shaping or international experiments. Travel critically and learn from their experiences. Consider how you can contribute to their efforts and how this can shape your own sustainability journey.
- **Engage:** Connect with people from different backgrounds in your community or workplace. Attend cultural events, participate in discussions, and engage in multicultural environments. Learn from them as they share and show genuine interest.

Cultural Motivation

Jane Lewis is a Senior Consultant specializing in guiding her community through the power of food and culture. Her expertise in cultural exchange and her passion for food and culture aligns with her deep-rooted cultural motivation.



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Willingness to cross borders

Ms Ina is an increasingly globalised world, the ability to move across borders is an essential skill. Ms Ina's journey has supported by activities organised into four progressive phases: Awareness, Knowledge, Skills, and Attitudes, ensuring all engagement. Ms Ina's journey has supported by activities organised into four progressive phases: Awareness, Knowledge, Skills, and Attitudes, ensuring all engagement. Ms Ina's journey has supported by activities organised into four progressive phases: Awareness, Knowledge, Skills, and Attitudes, ensuring all engagement. Ms Ina's journey has supported by activities organised into four progressive phases: Awareness, Knowledge, Skills, and Attitudes, ensuring all engagement. Ms Ina's journey has supported by activities organised into four progressive phases: Awareness, Knowledge, Skills, and Attitudes, ensuring all engagement. Ms Ina's journey has supported by activities organised into four progressive phases: Awareness, Knowledge, Skills, and Attitudes, ensuring all engagement.

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Cultural empathy

How important is cultural empathy?

Cultural empathy is crucial for fostering global citizenship and cultural sensitivity. It enables individuals to understand, respect, and appreciate the perspectives, values, and experiences of people from cultural backgrounds different from their own. This empathy plays a vital role in:

- Recognizing that cultural differences exist in how people think, feel, and behave
- Understanding that cultural differences
- Trying to see situations from the viewpoint of someone with a different cultural background
- Understanding how cultural shapes people's beliefs, attitudes, and actions

Cultural empathy is increasingly important in our globalized world, as it helps foster better communication, reduce misunderstandings, and promote more inclusive and harmonious interactions across diverse groups.

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Do you want to further develop your cultural empathy but do not know where to start?

- **Reflect:** Think about a recent interaction with someone from a different cultural background. Consider how you felt and what might be challenging for you in that interaction. Reflect on how the interaction? How do you think the other person experienced the interaction? What could you do differently next time to show empathy?
- **Learn:** Watch a film or the read a book where the main character learns about cultural different from your own. Read books by authors from different cultural backgrounds to gain insights into their perspectives and experiences. Some examples of authors and books include Chimamanda Ngozi Adichie or Haruki Murakami. Take the interesting authors to be found on this site.
- **Do:** Engage with someone from a different cultural background. Ask questions to learn more about their culture. Think about "big issues or bad" or "misconceptions" about your culture. Try to understand how people from a different cultural background perspectives might view or issues you think about or differed.
- **Do:** Participate in a cultural practice or different from your own. Use this as an opportunity to learn about and appreciate diversity.
- **Engage:** Actively engage with listening attentively and asking open and experiences without judgment or interruption. The next time you are in a group setting, practice active listening by focusing on the speaker, by actively listening to ask questions, and by reflecting on what you've understood the other's take on things.
- **Engage:** Actively seek out and engage in a meal with someone from a different cultural background and discuss their cultural practices and meaning of food in your respective cultures and backgrounds. Discuss the dishes you grew up with, what they mean to you, and how they are prepared and traditional food workshop or special occasions.

Open mindedness

What is Open Mindedness?

Open mindedness involves the willingness to consider and respect different cultural perspectives, values, and practices without immediate judgment. It involves:

- Being curious about other cultures and assumptions when interacting with people from different backgrounds
- Active listening, or genuinely trying to understand others' viewpoints and experiences, even if they differ from your own
- Curiosity: Showing interest in learning about different cultures and their traditions
- Empathy: Attempting to understand and recognizing that there may be multiple ways of interpreting or appreciating situations
- Open mindedness helps foster mutual understanding, respect, and cooperation in diverse environments. It enhances cultural sensitivity and is crucial for more productive communications, stronger relationships, and innovative problem-solving by valuing diverse perspectives.

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Do you want to further develop your open mindedness but do not know where to start?

- **Reflect:** Think of a time when you felt uncomfortable or challenged by a new minutes every now and then to write about your interactions with people from different backgrounds. Reflect on how you felt, what you did or not do, and how you felt afterwards. Consider what you could do differently next time. What new insights did you gain? Did you change your perspective?
- **Learn:** Watch a film or read a book where the main character learns about cultural different from your own. Read books by authors from different cultural backgrounds to gain insights into their perspectives and experiences. Some examples of authors and books include Chimamanda Ngozi Adichie or Haruki Murakami. Take the interesting authors to be found on this site.
- **Do:** Take the AI-powered algorithm provided by the Global Mind Project. Based on the results, recommendation and search algorithms greatly refine what you will seeks. Consider how these algorithms might influence your perspective. The AI-powered algorithm provided by the Global Mind Project. Based on the results, recommendation and search algorithms greatly refine what you will seeks. Consider how these algorithms might influence your perspective. The AI-powered algorithm provided by the Global Mind Project. Based on the results, recommendation and search algorithms greatly refine what you will seeks. Consider how these algorithms might influence your perspective. The AI-powered algorithm provided by the Global Mind Project. Based on the results, recommendation and search algorithms greatly refine what you will seeks. Consider how these algorithms might influence your perspective. The AI-powered algorithm provided by the Global Mind Project. Based on the results, recommendation and search algorithms greatly refine what you will seeks. Consider how these algorithms might influence your perspective.
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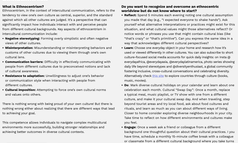
- **Do:** Experiment with the "yes, and..." principle from improvisational theatre, instead of immediately saying "no, but..." In new ideas, try to say "yes, and..." to their ideas and build upon them collaboratively. Instead of saying "no, but..." in new ideas, try to say "yes, and..." to their ideas and build upon them collaboratively. Try to search for arguments to ready understand their position, and then add your own ideas. Instead of saying "no, but..." in new ideas, try to say "yes, and..." to their ideas and build upon them collaboratively. Use cocoon with a friend or family member you trust.
- **Engage:** Actively seek out and engage in a meal with more representative. Instead, instead of immediately saying "no, but..." in new ideas, try to think along and explore their ideas seeking objections. Something new and different. Try to search for arguments to ready understand their position, and then add your own ideas. Instead of saying "no, but..." in new ideas, try to say "yes, and..." to their ideas and build upon them collaboratively. Practice this in a discussion with a friend or family member you trust.



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Social initiative

What is social initiative?

Social initiative refers to the proactive effort to engage with people that differ from oneself, actively seeking to understand their perspectives across various social contexts. It involves initiating meaningful interactions, especially in collaborative environments. Key aspects include:

- Reaching out to people from different cultural or ethnic backgrounds, rather than waiting for others to initiate contact
- Breaking out of your comfortable social bubble
- Actively seeking to understand their perspectives
- Actively seeking to connect people from different cultural backgrounds and facilitating dialogue
- Adopting a proactive, collaborative style (side-switching) and approach when needed in accommodation cultural differences and more other cultural contexts
- Initiating conversations and conversations that welcome diverse cultural perspectives and value participation from all

Social initiative in intercultural communication is crucial for breaking down cultural barriers, promoting inclusivity, and fostering a more interconnected and understanding global society.

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Emotional stability

Charles Andrews is an international student who moved to the Netherlands from the United States in August 2022. He is a Texas-born Houston and graduate specialist the lessons. In this video, he shares his own personal journeys and offer insights into developing emotional stability within diverse cultural contexts.

What is Emotional Stability?

Do you need to remain calm in stressful situations and are you well able to deal with setbacks? When working in an unfamiliar and potentially challenging cultural environment, emotional stability is crucial. It helps backgrounds to navigate and adapt to new cultural norms and shift their own emotions and those of others. Emotional stability refers to the ability to maintain a balanced and stable emotional state, even in challenging situations, especially in potentially challenging or unfamiliar cultural situations. It includes:

- Remaining calm and composed when faced with cultural differences or misunderstandings
- Resilience: the ability of learning back from a stressful experience or cultural misunderstanding or conflict
- Impulse control: Regulating immediate emotional reactions to unfamiliar situations, behaviours or perspectives
- Maintaining a positive outlook and keep own emotional responses to cultural differences

Emotional stability is crucial in intercultural communication as it helps individuals navigate complex cultural interactions without becoming overwhelmed or reactive. It allows for more effective communication, stronger relationship-building, and a greater capacity for cultural learning.

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Do you want to further develop your emotional stability but do not know where to start?

- **Reflect:** Write down your feelings about challenging cultural encounters and analyze your emotional responses to understand your emotional stability. This can help you process your emotions and see the positives in differences. You can also use this app.
- **Learn:** Read books or watch documentaries to learn a more positive light and look for alternative explanations for confusing cultural behaviours. When faced with criticism, don't take it personally. Learn it as an opportunity to learn and improve. Watch TV shows or movies in other languages to understand cultural nuances.
- **Do:** Check in with your emotions throughout the day. Pause to identify your feelings and ask why you feel that way. Practice mindfulness by noticing in bad or using a personal mantra to steady yourself again. Find ways available to help you with this, google "mood tracker apps" or "mindfulness apps" to find options that suit your needs. Practice "Perspective taking" when you encounter a quick emoji or short message about their day. This takes seconds but maintains emotional connections. You can use a mood tracker to support this activity. Mood tracker.
- **Do:** Write down your feelings about challenging cultural encounters and analyze your emotional responses to understand your emotional stability. This can help you process your emotions and see the positives in differences. You can also use this app.
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- **Learn:** Take a micro-step challenge by spending 10 minutes daily learning something completely outside your expertise (e.g., basic phrases in a new language, a simple recipe from a different culture). This builds cognitive flexibility and shows that learning is fun and a playful mindset is steady yourself again. Find ways available to help you with this, google "mood tracker apps" or "mindfulness apps" to find options that suit your needs. Practice "Perspective taking" when you encounter a quick emoji or short message about their day. This takes seconds but maintains emotional connections. You can use a mood tracker to support this activity. Mood tracker.

Flexibility

What is cultural flexibility?

Flexibility in intercultural communication refers to the ability to adapt one's communication style, behaviours, and expectations when interacting with people from different cultural backgrounds. It involves being open to and accommodating of diverse cultural norms, values, and practices. This adaptability is crucial for navigating cultural differences and fostering intercultural communication. It could because:

- Enhance mutual understanding and respect
- Prevent misunderstandings and cultural conflicts
- Improve the effectiveness of communication across cultural boundaries
- Demonstrate cultural accommodation in diverse teams or international contexts
- Promotes personal growth and cultural intelligence

This competence allows individuals to navigate complex multicultural environments more successfully, building stronger relationships and achieving better outcomes in diverse cultural contexts.

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Do you want to further develop your flexibility but do not know where to start?

- **Reflect:** Think about a personal flexibility audit. Rate yourself from 1-5 on how easily you adapt to different communication styles (direct vs. indirect, social, relaxed). Identify patterns by writing down three recent situations where you felt rigid or successful. Ask yourself: What helped or hindered your adaptability? Identify one area where you felt "stuck" (identifying areas where you're most and least flexible, and why helps you focus your growth efforts.
- **Learn:** Take a micro-step challenge by spending 10 minutes daily learning something completely outside your expertise (e.g., basic phrases in a new language, a simple recipe from a different culture). This builds cognitive flexibility and shows that learning is fun and a playful mindset is steady yourself again. Find ways available to help you with this, google "mood tracker apps" or "mindfulness apps" to find options that suit your needs. Practice "Perspective taking" when you encounter a quick emoji or short message about their day. This takes seconds but maintains emotional connections. You can use a mood tracker to support this activity. Mood tracker.

Do you want to recognize and overcome an ethnocentric perspective but do not know where to start?

- **Reflect:** Spend 5 minutes each evening noting one cultural assumption you made that day. Ask yourself: Was this assumption based on my own cultural lens? Consider how you would react if you were in a different cultural situation, and what cultural values might these alternatives reflect? Do this for a week to build awareness of your own cultural lens. Reflect on a time when you felt "right" about something, and consider how it might be easy that acknowledges different cultural perspectives?
- **Learn:** Watch a film or read a book where the main character learns about cultural different from your own. Read books by authors from different cultural backgrounds to gain insights into their perspectives and experiences. Some examples of authors and books include Chimamanda Ngozi Adichie or Haruki Murakami. Take the interesting authors to be found on this site.
- **Do:** Engage: Once a week join a friend or colleague from a different cultural background for a coffee or lunch. Use this time to discuss everyday topics, including a monthly 30 minutes coffee break with a colleague or classmate from a different cultural background where you take turns sharing your cultural perspectives on everyday topics. Use this time to discuss everyday topics, including a monthly 30 minutes coffee break with a colleague or classmate from a different cultural background where you take turns sharing your cultural perspectives on everyday topics. Use this time to discuss everyday topics, including a monthly 30 minutes coffee break with a colleague or classmate from a different cultural background where you take turns sharing your cultural perspectives on everyday topics.

Ethnocentrism

What is Ethnocentrism?

Ethnocentrism refers to a tendency of intercultural communication, refers to the tendency to view one's own culture as central, superior, and the standard by which other cultures are judged. It involves a perspective where one's own culture significantly impact how individuals interact with and perceive people from different cultural backgrounds. Key aspects of ethnocentrism in intercultural communication include:

- **Negative stereotyping:** Ethnocentrism can lead to negative views of other cultures.
- **Communication barriers:** Misunderstanding or misinterpreting behaviors and actions of other cultures due to their unfamiliarity with their own cultural lens.
- **Communication apprehension:** Difficulty effectively communicating with people from different cultural backgrounds.

There is nothing wrong with being proud of your own culture! But there is nothing wrong either about recognizing and appreciating the value and beauty of other cultures. Ethnocentrism, attempting to force one's own cultural norms on others, can hinder meaningful cross-cultural interactions.

This competence helps individuals to navigate complex multicultural environments more successfully, building stronger relationships and achieving better outcomes in diverse cultural contexts.

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Cultural behavior

Imagine you visit your relatives in a Flash study or an internship, or will work in a diplomatic setting, or even move to a new country. Dirk is when culturally appropriate behavior becomes important. Dr. Beth Rye, Senior Lecturer at the Hotel Management School, Maastricht University, both of whom bring extensive experience in field research and intercultural engagement.

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