Section 8: Culture Competencies and Associated Learning Objectives

8.1. Introduction.

The USD(P&R) has developed a framework of initial culture-general competencies to provide a training guideline for integrating culture into education and training curricula of the DoD Components. This competency-based framework can provide a baseline to inform career-long cultural sustainment and enhancement education and training programsacross the DoD. This career-based cultural education and training continuum will provide the DoD with the requisite cultural knowledge, skills and abilities to deploy, adapt, interact and succeed in a multitude of worldwide missions, regions and cultures.

8.2. Initial Culture Learning Objectives.

**a. Diplomatic Mindset.**

The individual has to:

(1) Be aware of their world perspective and mission relevance in a cultural context.

(2) Recognize that the purpose of building intercultural relationships is to achieve mission objectives.

(3) Manage one’s own attitudes towards the culture to accomplish mission-relevant tasks.

(4) Understand how he or she is viewed by members of other cultures.

**b. Cultural Learning.**

The individual has to:

(1) Learn cultural concepts and knowledge to prepare for cultural interactions.

(2) Learn and update one’s knowledge from ongoing experiences.

(3) Develop reliable sources of cultural information.

(4) Seek out experiences and relationships to advance the understanding of other cultures.

**c. Cultural Reasoning.**

The individual has to:

(1) Possess the ability to make sense of situations or environments and manage unexpected cultural behavior.

(2) Use existing knowledge to develop nuanced explanations of events.

(3) consider the point-of-view of people who are raised in a different culture when attempting to communicate.

(4) Demonstrate an understanding of others’ needs and expectations.

d. Intercultural Interaction.

(1) Engage with others even when the cultural interaction and experience is rudimentary and culturally appropriate actions, interactions, and outcomes are uncertain or unknown.

(2) Consider the desired effects to achieve with communication skills only in advance.

(3) Use alternative strategies for achieving communication objectives.

(4) Present themselves in a way to achieve the intended effects and outcomes.

(5) Anticipate how others of another culture will interpret and react to the individual’s actions, mannerisms and attempts to communicate.

8.3. Initial Culture Training Requirements.

a. Active duty personnel and Reserve Component personnel, before the completion of the first year of Active duty and Reserve Component affiliation, respectively, will receive initial culture training.

b. DoD civilian personnel who interface with foreign personnel as part of their duties or functional area skill requirements will receive initial culture instruction at the discretion of the Military Services or Defense Agencies to which they are assigned, but no later than the completion of the first year of Federal Service.

c. Culture education sustainment and enhancement (to include PME and civilian TE&PD) and training opportunities will be made available throughout the military member’s and DoD civilian’s career life cycle.