

Cultural Detective Worksheet Competence Assessment

Scores for: _____

Date: _____

Scored by: _____

1. Overall completeness/richness that demonstrating thoughtful and insightful ability to use the CD Model.

1	Very sparse or reflects lack of thought, understanding or forward thinking.	2	Something relevant in each quintile.	3	Something relevant & thoughtful in each quintile—can analyze using the Model but doesn't demonstrate creation or solution finding or holistic synergy.	4	Fairly cogent, thoughtful & insightful analysis.	5	Analysis that captures the difference(s) that make a difference.
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2. Describes the key words and actions that make a difference in the interaction in a balanced manner?

1	Very judgmental, Some distinctions unclear.	2	Some description. Mostly judgment, or confuses values and behaviors. May miss several key behaviors that make a difference.	3	Generally descriptive; some judgment or bias in behaviors cited. Some words AND actions. Missing a key action that makes a difference.	4	All descriptions. Just words OR just actions, or missing detail, depth or texture. Fairly evenly balanced Person A and Person B.	5	All descriptive reporting, including both words AND actions. Both sides evenly represented. Includes the behaviors that make a difference.
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3. Generates positive intent that demonstrates critical thinking and deep meaning (not just plugging in values from a Lens)?

	1	2	3	4	5
	Unable—statements are not intent/values or not positive.	Statements contain some positive intent, OR, statements are verbatim from Lens without additional thought. Or, scores a 3 but placed in the wrong quintile.	Statements generally contain values, beliefs and assumptions, and mostly positive. Heavily relies on but not pure dependence on the Lens.	Statements are mostly values, beliefs and assumptions and all positive. Could be deeper.	Statements are all values, beliefs or assumptions and all positive. Contains deep meaning.

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4. Links values and behavior with appropriate breadth and depth, explaining key differences that made a difference?

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|---|-------------------------|---|---|---|--|---|---|---|--------------------------------------|
| 1 | No evident correlation. | 2 | Some implied correlations. Lacks breadth and depth. | 3 | Some breadth or depth of correlation but not both. Imbalance of understanding one side vs. another. Missing some major differences that make a difference. | 4 | Captures most differences that make a difference. Understandable and comprehensive links though those links may not be explicitly delineated. | 5 | Well correlated with inherent logic. |
|---|-------------------------|---|---|---|--|---|---|---|--------------------------------------|

5. Generates two-way potential solutions that leverage differences and similarities and connect values?

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|---|------------------------|---|--|---|--|---|--|---|---|
| 1 | No meaningful bridges. | 2 | Some one-way or superficial bridges. Lacks grasp of potential. | 3 | Sound bridges but lacking two-way balance or objectivity. May lack forward thinking. Bridges are far fewer than opportunities presented. | 4 | Two way solutions that leverage differences. | 5 | Yes, evenly balanced for the situation. Meaningful bridges that leverage differences and similarities and connect values. |
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6. Suggest systemic bridges to sustain performance?
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| 1 | No systemic bridges. | 2 | Gets beyond interpersonal. | 3 | Evident there is thinking about systemic bridges. | 4 | At least one systemic bridge. | 5 | Strong process, systems or structural bridges |
|---|----------------------|---|----------------------------|---|---|---|-------------------------------|---|---|