



prof 4 weeks



1+



You need

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# My intercultural diary



*Build a self-critical understanding of what happens in one person's own head when cross-cultural encounters happen.*



## Introduce the topic to the participants

The facilitator will inform the other participants interested in intercultural learning that the process of adding intercultural skills to one's toolbox is not something that can be done in a matter of one masterclass. Rather, it takes commitment and effort to allow oneself to identify their own cognitive biases and allow reflection to overcome them. Participants will need to transform into their own observers of their everyday cross-cultural interactions.



## Create a journal

The facilitator will explain to their colleagues that they will need to keep a journal, that will be for their eyes only. They can write on it in any language they are comfortable in, using any communication style they prefer; it is for their own learning experience and should not be exposed to anybody else.



## Create a safe learning community

Set with the group how often everyone should keep the diary: it can be daily, weekly or biweekly. Assess if there is the will to organize encounters to share experiences, tips, perceptions etc... but remember that this is a judgement-free space, and that the creation of this space is not mandatory, but only encouraged to promote social change in the work environment.



## Debriefing

After the first weeks, the facilitator should assess whether the diary has produced any positive result, or if it wasn't used at all. What can be done to make this initiative more successful? Are there any other colleagues who are an ally in this process? What are the obstacles? And what is necessary to overcome them?



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Suggestions for self-analysis		Date
Question	Notes	
What intercultural encounter did I experience today?		
What made it intercultural?		
What did I learn about others?		
What did I learn about myself?		
Did I notice if I triggered any prejudice, or stereotypes, or biases? How?		
How can I improve my behaviour?		

