



Global **PAD** CPD Tools

3RP Intercultural Learning Journal *Template*

A tool to help record and reflect on intercultural encounters

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This template can be used freely with acknowledgement. Please reference:

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Introduction to the

3RP Intercultural Learning Journal (ILJ)

It is very widely accepted in the intercultural field that people benefit from reflecting on intercultural encounters. A number of different reflective steps, with associated acronyms, have been proposed to aid this process, including the following:

- D.I.E. [Describe, Interpret, Evaluate]: Developed by Janet Bennett and Milton Bennett in 1975 and currently available from <http://www.intercultural.org/die.php>
- O.D.I.S. [Observe, Describe, Interpret, Suspend evaluation]: Proposed by Stella Ting-Toomey in her 1999 book *Communicating across Cultures* (Guilford Press)
- O.S.E.E. [Observe and listen to what is happening; State objectively what is happening; Explore different explanations for what is happening; Evaluate which explanation(s) is the most likely one(s)]: Proposed by Darla Deardorff and available in K. Berardo and D. Deardoff (eds.) (2012) *Building Cultural Competence. Innovative Activities and Models*, Activity 3 (Stylus Publishing)

However, in our experience at the University of Warwick, people typically need fuller guidance and explanations for the various steps, at least until they have become familiar with the process. Our 3RP ILJ tool offers this more detailed guidance through a template with prompts. It can be used repeatedly to help people record and reflect on their intercultural encounters.

3RP Intercultural Learning Journal (ILJ)

To help you maximise your intercultural learning during your experiences in a culturally unfamiliar environment, we recommend you to do the following:

- ✓ Keep a record each week of an experience that *surprised* you or that you found *unusual, puzzling, irritating, upsetting, very pleasing* or *significant* in some way;
- ✓ Explain as best you can *why* you felt as you did;
- ✓ *Discuss your experience* with a 'Culture Learning Buddy' (a chosen partner who is, if possible, from a different cultural background to you);
- ✓ *Plan* your personal development so that you can maximise learning.

Your portfolio is confidential to you and your 'Culture Learning Buddy', but we will ask you to select entries to submit for assessment. When writing your journal, you will be engaging with a development tool (the 3RP tool) which guides you with prompts to *Report, Reflect* and *Re-analyse* your experiences, and then *Plan* your personal development. This 4-step tool should help structure your thinking on your experience(s) and help you deepen your intercultural awareness and competence.

On the following pages, you will find a template which you can use when writing your ILJ.

Remember the 3RP prompts!

- ✓ **R**eport the facts of what happened.
- ✓ **R**eject on why it happened.
- ✓ **R**e-analyse after discussing with others.
- ✓ **P**lan your personal development.

3RP Intercultural Learning Journal (ILJ) ¹

1. Report the facts of what happened



a. The setting²

b. Who was involved?³

c. What happened?⁴

d. Reaction⁵

¹ Use this ILJ as the template for writing about your intercultural experiences.

² e.g., date, time, place.

³ For each person, note as much detail as possible such as gender, age (older, similar, younger), nationality, relationship to you.

⁴ Record the facts of what happened.

⁵ Record the emotions you felt and how strongly you felt (e.g. *extremely* offended, *very* happy, excited, *a little* irritated, pleased, etc.).



2. Reflect on why this happened

a. Reasons for reaction⁶

b. Underlying influences⁷

c. Alternative influences/explanations⁸

⁶ Explain why you reacted as you did.

⁷ What typical patterns of behaviour (i.e. behavioural conventions) and/or underlying assumptions, values or beliefs might be influencing your reactions?

⁸ What alternative (different) behavioural conventions and/or underlying assumptions, values or beliefs might be influencing the other person's behaviour? Remember – behaviour is influenced by (idiosyncratic) personal and situational factors, not just cultural factors.

3. *Re-analyse* by critically reflecting with a Buddy



a. Buddy reflection⁹

b. Personal learning¹⁰

⁹ Discuss your experience with your buddy and ask them to give their thoughts about possible differences in the behavioural conventions and/or underlying assumptions, values or beliefs of the participant(s) involved in your intercultural experience. Then, in the space provided, explain **your buddy's** reflections on your experience.

¹⁰ Explain how **you** now interpret and evaluate the experience. Please note that your interpretation may develop and change over time. As your knowledge of interculturality develops and deepens, you may want to revisit earlier experiences and add to your reflections.

4. Plan your personal development



a. Aspects for improvement¹¹

b. Development strategies¹²

c. Development progress¹³

¹¹ Consider what weaknesses in your intercultural knowledge, attitudes and/or behaviour have emerged through the 3R steps. Note them down here.

¹² Think through what you can do to help yourself develop in these areas. Note down 2-3 specific steps that you plan to take.

¹³ Reflect on the effectiveness of your plans. Note down any development progress you are making or difficulties in doing so.