Diversity Change Curve
with stages towards an intercultural mindset

- Awareness
- Confusion
- Negative Perception (Threat)
- Decision Not to Support
- Change Tested & Rejected
- Adoption Not Sustained
- Unconscious Competence
- Conscious Competence
- Conscious Incompetence
- Unconscious Incompetence

Degree of support for change or development

Monocultural Mindset

Contact with Diversity

Awareness

Understanding

Positive Perception

Minimization

Adoption

Acceptance

Adaptation

Internalization

Institutionalization

Intercultural Mindset

Organizational Change

Culture Change

TIME

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