

CULTURAL AGILITY Interpretive Guide

CULTURAL AGILITY is the ability to work respectfully, knowledgeably and effectively with Aboriginal people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview, and the culture of the BC Public Service, and to notice their commonalities, and distinctions with Aboriginal cultures, and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Aboriginal people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

BEFORE AND DURING THE INTERVIEW

- Review both “ready” and “not ready” behaviours. See the Aboriginal Relations Behavioural Competency dictionary for the entire list. Select behaviours critical to success. The candidate may demonstrate other valid “ready” and/or “not ready” behaviours not listed.
- Avoid listening only for key words. Listen to the full story, depth, and quality of the example, and consider everything you hear, see, and notice during the interview.

AFTER THE INTERVIEW

- Did they demonstrate openness and curiosity when providing examples?
- Did the candidate show their understanding and competence at the required readiness level?
- If the candidate does not have direct experience working with Aboriginal people, are the thinking, attitude, and behaviours demonstrated translatable to working effectively with Aboriginal people? Imagine the candidate actually carrying out the duties of the position and interacting with (and/or supporting) Aboriginal people, communities, governments and organizations. When you listen to what the candidate is telling you, does it give you confidence the candidate will work with the respect needed to be ready?
- Use the Interpretive Wheel to evaluate the response and assign a numerical score.

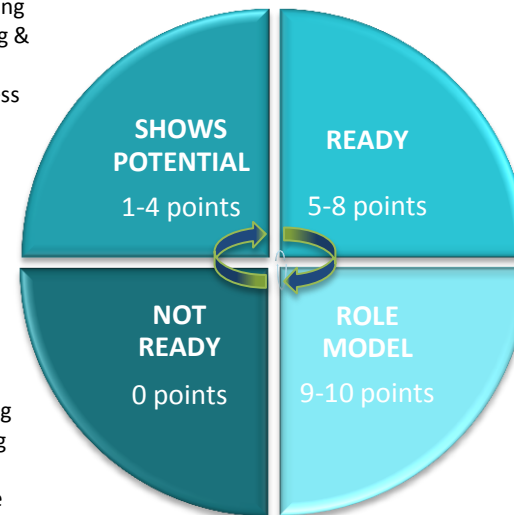
DID the candidate demonstrate...?

Some examples of READY thinking, approach, and behaviours	Some examples of NOT READY thinking, approach, and behaviours
<i>Accepts that other points of view are reasonable and valid</i>	<i>Avoids taking a risk when it feels daunting</i>
<i>Assesses and recognizes the impact of one's behaviour upon Aboriginal people</i>	<i>Takes a position of neutrality when advocacy and championing are indicated</i>
<i>Recognizes diversity both between and within Aboriginal cultures and communities</i>	<i>Uses position of champion to further personal agenda</i>
<i>Proactively seeks to understand the experience of Aboriginal people</i>	<i>Acts without awareness of impact</i>
<i>Takes risks to learn when in unfamiliar cultural situations</i>	<i>Is impatient with perceived resistance to change</i>
<i>Acknowledges the impact of colonial history on Aboriginal people</i>	<i>Loses sight of long-term implications when championing</i>
<i>Other:</i>	<i>Other:</i>

Some **READY** behaviours
Partial understanding of required thinking & behaviours
Attitude of openness & curiosity
Could be effective with development support

Mostly **NOT READY** behaviours
At this time:
Lacks understanding of required thinking & behaviours
Little or no attitude of openness & curiosity

INTERPRETIVE WHEEL



READY behaviours only
Adequate understanding of required thinking & behaviours
Attitude of openness & curiosity

READY behaviours only
Advanced understanding of required thinking & behaviours
Demonstrates and encourages openness & curiosity in others
Presents as a credible champion