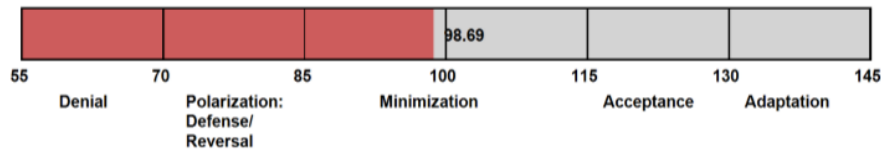


HESC FACULTY INTERCULTURAL COMPETENCE DEVELOPMENT (2017-2019)

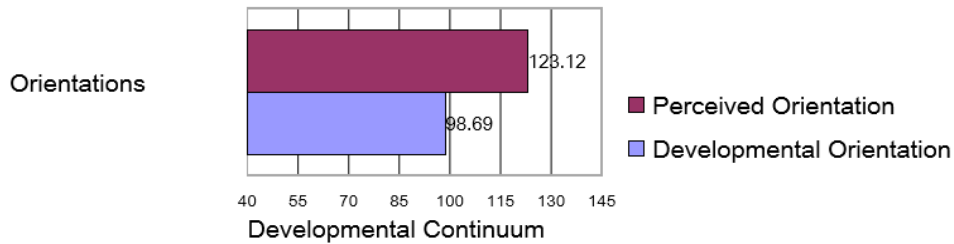
PRE-ASSESSMENT (DECEMBER 2017)

Developmental Orientation (DO)



Page | 7

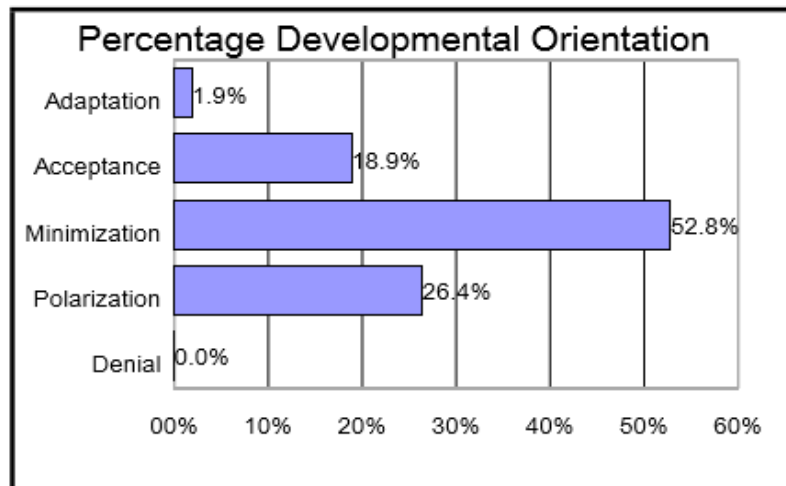
Orientation Gap (OG)



The Orientation Gap between the groups' Perceived Orientation score and its Developmental Orientation score is 24.43 points.

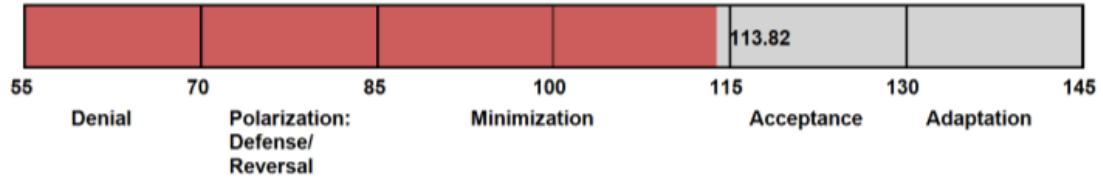
POST-ASSESSMENT (DECEMBER 2019)

Range of Developmental Orientations

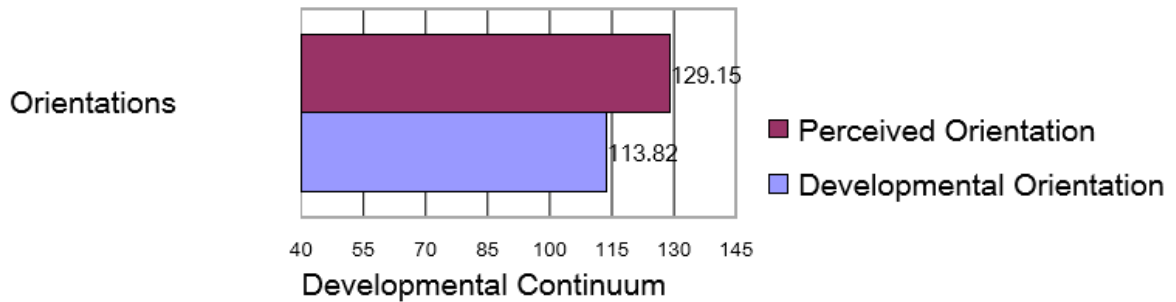


Denial Polarization: Defense/ Reversal Minimization Acceptance Adaptation

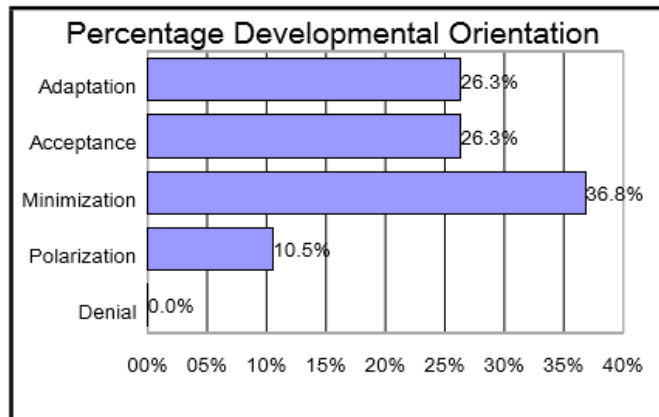
Developmental Orientation (DO)



Orientation Gap (OG)



Range of Developmental Orientations



21% (2017) GREW TO 53% (2019) IN ACCEPTANCE OR ADAPTATION