OL 704: Human Relations in a Pluralistic Society

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Professor

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Assignment

### *Developmental Readings*

Assignment #2 - Developmental Readings

Review Assignment #3, course essential elements, assigned readings, and recommended

readings to identify selections of books and scholarly peer-reviewed journal articles to identify

and select developmental reading sources and entries. Follow Developmental Reading Rubric

for the required number of sources, comments, and quality criteria.

See the General Helps in AA-101 The Gathering Place in DIAL for the following resources:

● Refer to the Student Guide to Developmental Readings for updated information on

sample comments, grading rubrics, and key definitions related to developmental

readings.

● Download the Developmental Reading Assignment Template Word document to begin

writing your developmental reading assignment.

● For grading criteria, go to the Developmental Reading Rubric.

● Document all sources in APA style, 7th edition (APA 7 Reference Example, APA 7 Quick

Guide) for in-text citations and Reference. Include page numbers.

● Include a separate Reference page, formatted according to APA style, 7th

edition.

● Submit through DIAL to the professor.

**Source One:** Myers, J. (2017). Understanding the culture: A survey of social engagement.

**Comment 1:**

**Quote/Paraphrase:** Culture, the way of life for a group of people; the culmination of human communication and willful activity in a particular civilization. Culture is what gives us a sense of what we should or should not do. Cultures develop over a prolonged period, and cultural ideas harden into institutions. These institutions give certain people status and power, which they use to keep things the way they are.

**Essential Element:** This comment is associated with the definition of culture.

**Additive/Variant Analysis:** This additive to the definition of culture helps us to understand culture’s power in our lives. We all take part in culture. Some people help to create it. There are groups of culture creators committed to sets of well-defined principles which influence the lives of other people for better or worse.

**Contextualization:** All cultures are the results of decisions made by people. The legacy we leave is the sum of our decisions made over a lifetime. Cultural legacy is the result of the interaction of everyone’s decisions. Our decisions have an enormous influence on people, the present and future. We must learn to make good decisions. As life has taught us, good decisions have good results. Bad decisions have bad results. We must learn to make good decisions about the world, earth’s atmosphere, the oceans, and the land.

People are God’s image bearers. In a biblical worldview, people matter most.People are what God cares about. Any view of the world that diminishes the importance of people is missing the most important fact about human existence. We should focus on people because that is what God’s focus is on.

Cantens, Bernardo J. (Summer 2009). On the metaphysics of cultural identity. Vol. 7, (Iss 2), 167-196. <https://doi10.1057/1st.2009.5>

**Comment 2:**

**Quote/Paraphrase:** Who am I? This question can be interpreted in several ways depending on the social and historical context in which the question is asked. Although there are many forms of social identities that contribute to our personal identity (for example, ethnic, gender, national, and racial), one that is intrinsic to our selfhood is our cultural identity. So, who am I culturally? To understand one’s cultural identity requires a theory of identity that establishes the criteria for determining what constitutes a cultural group.

**Essential Element:** This comment is associated with the definition of cultural identity.

**Additive/Variant Analysis:** This additive contributes to the meaning of cultural identity. When speaking of cultural identity, I am speaking of a group of people who share life experiences with their customs, language, and traditions. There are other elements that can be used to explain cultural identity, including socio-economic class, religion, values, behavior, education, gender, and race.

**Contextualization:** How is cultural identity different from racial identity? One main difference is that racial identity is visible and can be determined by others. Whereas cultural identity is not transparent in the same way. Cultural identity is based on lived experiences that may be hidden from others. Another difference is that cultural identity is more likely to relay an individual’s experiences with a group of people, the environment, and external factors. Racial identity is more dependent on the inherent natural properties of an individual and less dependent on external factors. Cultural identity is more strongly and directly influenced by one’s experiences, which in turn shape our behavior, beliefs, and values more than racial identity.

**Source Two:** Jurkova, S. (2021). Transcultural Competence Model: An Inclusive Path for Communication and Interaction. Journal of Transcultural Communication (1), 102-119. https://doi.org/10.1515/jtc-2021-2008.

**Comment 3:**

**Quote/Paraphrase** Slumbach (2005) proposes a map for transcultural development, including six broad categories: perspective consciousness,

ethnographic skills, global awareness, world learning, foreign language proficiency and affective development. From this fundamental acknowledgement individuals start to discover and expand their range of alternative values and visions, in ways that others make sense of the world. This transcultural journey is where learners bring knowledge from their own cultures to the process of learning and develop relationships and interactions across cultures.

**Essential Element:** This comment relates to Transcultural Competence defined.

**Additive/Variant Analysis:** This is an additive to the definition of Transcultural Competence. This transformative process is difficult. The individual’s basic assumptions and expectations that create their thinking, feelings and actions will have to change. Transcultural learning as perspective transformation allows individuals located at the crossroads of cultures to switch between cultures as a mode of being in the world, while considering common values, oppositions, tensions, and power in interactions (Jurkova & Guo 2018).

**Contextualization:** I find that Transcultural Competence would be difficult to learn in the beginning. It would be like looking at a mirror. You would have to ask yourself questions like: why do I do what I do? Why do I feel this way? How can I overcome being racist and negative towards other cultures? How can I start to learn about other countries and how things affect people? How can I make a conscious effort to determine to interact and understand others in social and professional spheres?

**Source Three:** Bock, Darrell L. (2020) Cultural Intelligence: living for God in a diverse,

 pluralistic world. B & H Academic.

**Comment 4:**

**Quote/Paraphrase:** Cultural intelligence requires that we understand the changing world around us and engage these changes in ways that edify the church and winsomely seek after the lost. Cultural intelligence requires knowing our calling as well as the real nature of our battle. It also means appreciating what is going on with the people around us who have made different choices.

**Essential Element:** This comment is associated with Bible-based human relation skills.

**Additive/Variant Analysis:** This is an additive to biblically based human relation skills. Scripture tells us that Christians are fighting a battle in a fallen world. This fallen world is opposed to the things of God and to those who follow God. For so long the church has fought a culture war and this war made people the enemy. However, people are not enemies. Scripture reminds us that this war we are fighting “is not against flesh and blood, but against the rulers, against the authorities, against the cosmic powers of this darkness, against evil spiritual forces in the heavens.”

**Contextualization:** The battle is spiritual, and the armor of the Christian is also spiritual. The ground that the battle is fought on is spiritual and tied to things such as our theology and our character. Our biblically based human relation skills must be spiritual to fight this battle. Ephesians 6:10-18 mentions the biblically based skills needed to fight this battle such as: truth, righteousness, the gospel of peace, faith, salvation, God’s Word, and prayer. The resources are our theology, our faith, and the character of our lives as believers. Nothing is mentioned about political ideologies or circumstances. People are not the enemy. They are the goal.

Grenny, J. (2013) Influencer: The new science of leading change (2nd ed.) McGraw-Hill Education, p.6

**Comment 5:**

**Quote/Paraphrase:** What qualifies people to be called “leaders” is their capacity to influence others to change their behavior to achieve important results. There is a common set of principles and skills that help create quick, profound, and lasting change. Leadership calls for changing people’s behavior. Influencers are those leaders who understand how to create rapid, profound, and sustainable behavioral change. They overdetermine change by amassing six sources of influence that both motivate and enable vital behaviors.

**Essential Element:** This comment relates to “Six sources of influencing human relations in a pluralistic society.

**Additive/Variant Analysis:** This is an additive to the study of: Six sources of influencing human relations in a pluralistic society. These six sources of influence are: Personal Motivation, Personal Ability, Social Motivation, Social Ability, Structural Motivation and Structural Ability. Influencers do three things better than others. They are clearer about the results they want to achieve and how they will measure them. They focus on a small number of vital behaviors that will help them achieve those results. Influencers help people focus on changing high-leverage behaviors during crucial moments.

**Contextualization:** As a leader in my church this information will help me in changing my leadership style. Instead of leading by example, I will learn to lead by intentional influence. Getting people from A to B happens when people change their behavior. I now have some understanding that using influence systems is what drives behavior and habit change. One way of becoming an influencer is not just teaching principles but learning to connect to values. Another way is to help people frame specific daily decisions in godly ways. Learning about people’s skills and abilities can be motivation to help change their habits. Tapping into their skills and abilities works better than motivation or inspirational talks.

**Works Cited**

Bock, Darrell L. (2020) Cultural Intelligence: living for God in a diverse, pluralistic world.

B & H Academic.

Cantens, Bernardo J. (Summer 2009). On the metaphysics of cultural identity. Vol. 7, (Iss2),

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Jurkova, S. (2021). Transcultural Competence Model: An Inclusive Path for Communication and Interaction. Journal of Transcultural Communication (1), 102-119.

https://doi10.1515/jtc-2021-2008

Myers, J. (2017). Understanding the culture: A survey of social engagement. Summit Ministries

David C. Cook.