



Model

This model incorporates several theories into one larger theory:

- *Chris Argyris's double loop learning*: cultural engagement is an ongoing process of learning.
- *Lewin's Action learning*: cultural engagement involves taking action and learning comes from reflecting on those actions.
- *CQ Intelligence test*: provides a good place to start to understand one's knowledge, develop a plan and adjust.
- *Negotiating Reality article*: provides a specific model to practice engaging cross culturally.
- *Schein's artifact/values/assumptions iceberg model*: a tool to help understand deeper levels of reality going on with the "other" and "self" in cross cultural engagement

By incorporating several theories and organizing them into one larger theory, it gives the cross cultural practitioner a broader set of tools to use and puts them into a larger contextual toolbox. Models are so often presented on their own and reality is more complicated. By combining models into one larger model, this helps show the interrelation among theories and that using them together could yield even more positive results.