

CULTURAL HUMILITY SCALE

Tool Purpose: Building on recent theory stressing multicultural orientation, as well as the development of virtues and dispositions associated with multicultural values, we introduce the construct of cultural humility, defined as having an interpersonal stance that is other-oriented rather than self-focused, characterized by respect and lack of superiority toward an individual's cultural background and experience. Using this customer-rated measure of a staff member's cultural humility based on the tool developed by Hook et al, 2013, we are able to assess customer perceptions of staff's cultural humility, and recognize that it is positively associated with developing a strong working alliance. We consider implications for informing practice, supervision and training.

Tool Completion: This tool should be completed by any agency considering implementing culturally humble practices.

Tool Directions: Using the scale, the customer completes each section indicating the degree to which they agree or disagree with each of the 12 statements. For each statement, the customers are asked to circle the category that best describes their current experience. This then may be used to further explore in treatment, or during clinical supervision, to flag ongoing needs for trauma informed, resilience-oriented training.

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Please think about the staff member for whom you are completing this document. Using the scale below, think about the extent to which you agree or disagree with the following statements about that staff member.

Regarding the core aspect(s) of my cultural background, this staff member...	Strongly Disagree 1	Mildly Disagree 2	Neutral 3	Mildly Agree 4	Strongly Agree 5
1. Is respectful.	1	2	3	4	5
2. Is open to explore.	1	2	3	4	5
3. Assumes they already know a lot.	1	2	3	4	5
4. Is considerate.	1	2	3	4	5
5. Is genuinely interested in learning more.	1	2	3	4	5
6. Acts superior.	1	2	3	4	5
7. Is open to seeing things from my perspective.	1	2	3	4	5
8. Makes assumptions about me.	1	2	3	4	5
9. Is open-minded.	1	2	3	4	5
10. Is a know-it-all.	1	2	3	4	5
11. Thinks they understand more than they actually do.	1	2	3	4	5
12. Asks questions when they are uncertain.	1	2	3	4	5

This scale was adapted from Hook, J. N., Davis, D. E., Owen, J., Worthington Jr., E. L., & Utsey, S. O. (2013, May 6). Cultural Humility: Measuring Openness to **Culturally** Diverse Clients. *Journal of Counseling Psychology*. Advance online publication. doi: 10.1037/a0032595