

## The Multicultural Awareness-Knowledge-Skills Survey

Below is a list of statements and/or questions on a variety of issues related to the field of multicultural counseling. Please read each statement/question carefully. From the available choices, circle the one that best fits your reaction to each statement/question.

1. Culture is not external but is within the person.  
Strongly Disagree      Disagree      Agree      Strongly Agree
  2. One of the potential negative consequences about gaining information concerning specific cultures is that trainees might stereotype members of those cultural groups according to the information they have gained.  
Strongly Disagree      Disagree      Agree      Strongly Agree
  3. At this time in your life, how would you rate yourself in terms of understanding how your cultural background has influenced the way you think and act?  
Very Limited      Limited      Fairly Aware      Very Aware
  4. At this point in your life, how would you rate your understanding of the impact of the way you think and act when interacting with persons of different cultural backgrounds?  
Very Limited      Limited      Fairly Aware      Very Aware
  5. How would you react to the following statement?: While counseling enshrines the concepts of freedom, rational thought, tolerance of new ideas, and equality, it has frequently become a form of oppression to subjugate large groups of people.  
Strongly Disagree      Disagree      Agree      Strongly Agree
  6. In general, how would you rate your level of awareness regarding different cultural institutions and systems?  
Very Limited      Limited      Fairly Aware      Very Aware
  7. The health and human service professions have failed to meet the mental health needs of ethnic minorities.  
Strongly Disagree      Disagree      Agree      Strongly Agree
  8. At the present time, how would you generally rate yourself in terms of being able to accurately compare your own cultural perspective with that of a person from another culture?  
Very Limited      Limited      Fairly Aware      Very Aware
  9. How well do you think you could distinguish "intentional" from "accidental" communication signals in a multicultural situation?  
Very Limited      Limited      Fairly Aware      Very Aware
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10. Ambiguity and stress often result from multicultural situations because people are not sure what to expect from each other.
- Strongly Disagree      Disagree                      Agree                      Strongly Agree
11. The effectiveness and legitimacy of the health services profession would be enhanced if service providers consciously supported universal definitions of normality.
- Strongly Disagree      Disagree                      Agree                      Strongly Agree
12. The criteria of self-awareness, self-fulfillment, and self-discovery are important measures in most counseling sessions.
- Strongly Disagree      Disagree                      Agree                      Strongly Agree
13. Even in multicultural communication situations, basic implicit concepts, such as “fairness” and “health” are not difficult to understand.
- Strongly Disagree      Disagree                      Agree                      Strongly Agree
14. Promoting a client’s sense of psychological independence is usually a safe goal to strive for in most situations.
- Strongly Disagree      Disagree                      Agree                      Strongly Agree
15. While a person’s natural support system (i.e., family, friends, etc.) plays an important role during a period of personal crisis, formal counseling services tend to result in more constructive outcomes.
- Strongly Disagree      Disagree                      Agree                      Strongly Agree
16. How would you react to the following statement? In general, services should be directed toward assisting clients to adjust to stressful environmental situations. Strongly Disagree      Disagree                      Agree                      Strongly Agree
17. Service Providers need to change not just the content of what they think, but also the way they handle this content if they are to accurately account for the complexity in human behavior.
- Strongly Disagree      Disagree                      Agree                      Strongly Agree
18. Health problems vary with the culture of the client.
- Strongly Disagree      Disagree                      Agree                      Strongly Agree
19. How would you rate your understanding of the concept of “relativity” in terms of the goals, objectives, and methods of providing health services to culturally different clients?
- Very Limited              Limited                      Good                      Very Good
20. There are some basic service delivery skills that are applicable to create successful outcomes regardless of the client’s cultural background.
- Strongly Disagree      Disagree                      Agree                      Strongly Agree
-

At the present time, how would you rate your own understanding of the following terms:

- |  |                   |          |       |                |
|--|-------------------|----------|-------|----------------|
| 21. "Culture"  | Very Limited      | Limited  | Good  | Very Good      |
| 22. "Ethnicity"  | Very Limited      | Limited  | Good  | Very Good      |
| 23. "Racism"   | Very Limited      | Limited  | Good  | Very Good      |
| 24. "Mainstreaming"  | Very Limited      | Limited  | Good  | Very Good      |
| 25. "Prejudice"  | Very Limited      | Limited  | Good  | Very Good      |
| 26. "Multicultural Communication"  | Very Limited      | Limited  | Good  | Very Good      |
| 27. "Ethnocentrism"  | Very Limited      | Limited  | Good  | Very Good      |
| 28. "Pluralism"  | Very Limited      | Limited  | Good  | Very Good      |
| 29. "Contact Hypothesis"   | Very Limited      | Limited  | Good  | Very Good      |
| 30. "Attribution"  | Very Limited      | Limited  | Good  | Very Good      |
| 31. "Transcultural"  | Very Limited      | Limited  | Good  | Very Good      |
| 32. "Cultural Encapsulation"   | Very Limited      | Limited  | Good  | Very Good      |
| 33. What do you think of the following statement?: Witch doctors and psychiatrists use similar techniques. | Strongly Disagree | Disagree | Agree | Strongly Agree |
-

34. Differential treatment in the provision of health services is not necessarily thought to be discriminatory.
- |                   |          |       |                |
|-------------------|----------|-------|----------------|
| Strongly Disagree | Disagree | Agree | Strongly Agree |
|-------------------|----------|-------|----------------|
35. In the early grades of formal schooling in the United States, the academic achievement of such ethnic minorities as African Americans, Hispanics, and Native Americans is close to parity with the achievement of White mainstream students.
- |                   |          |       |                |
|-------------------|----------|-------|----------------|
| Strongly Disagree | Disagree | Agree | Strongly Agree |
|-------------------|----------|-------|----------------|
36. Research indicates that in the early elementary school grades girls and boys achieve about equally in mathematics and science.
- |                   |          |       |                |
|-------------------|----------|-------|----------------|
| Strongly Disagree | Disagree | Agree | Strongly Agree |
|-------------------|----------|-------|----------------|
37. Most of the immigrant and ethnic groups in Europe, Australia, and Canada face problems similar to those experienced by ethnic groups in the United States.
- |                   |          |       |                |
|-------------------|----------|-------|----------------|
| Strongly Disagree | Disagree | Agree | Strongly Agree |
|-------------------|----------|-------|----------------|
38. In health services, clients from different ethnic/cultural backgrounds should be given the same treatment that White mainstream clients receive.
- |                   |          |       |                |
|-------------------|----------|-------|----------------|
| Strongly Disagree | Disagree | Agree | Strongly Agree |
|-------------------|----------|-------|----------------|
39. The difficulty with the concept of "integration" is its implicit bias in the favor of the dominant culture.
- |                   |          |       |                |
|-------------------|----------|-------|----------------|
| Strongly Disagree | Disagree | Agree | Strongly Agree |
|-------------------|----------|-------|----------------|
40. Racial and ethnic persons are underrepresented in my profession.
- |                   |          |       |                |
|-------------------|----------|-------|----------------|
| Strongly Disagree | Disagree | Agree | Strongly Agree |
|-------------------|----------|-------|----------------|
41. How would you rate your ability to conduct an effective interview with a person from a cultural background significantly different from your own?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
42. How would you rate your ability to effectively assess the health needs of a person from a cultural background significantly different from your own?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
43. How well would you rate your ability to distinguish "formal" and "informal" service delivery strategies?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
44. In general, how would you relate yourself in terms of being able to effectively deal with biases, discrimination, and prejudices directed you by a client in a healthcare setting?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
-

45. How well would you rate your ability to accurately identify culturally biased assumptions as they relate to your professional training?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
46. How well would you rate your ability to discuss the role of “method” and “context” as they relate to the process of counseling and service delivery?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
47. In general, how would you rate your ability to accurately articulate a client’s problem who comes from a cultural group significantly different from your own?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
48. How well would you rate your ability to analyze a culture into its component parts?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
49. How would you rate your ability to identify the strengths and weaknesses of service delivery processes in terms of their use with persons from different cultural/ racial/ ethnic backgrounds?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
50. How would you rate your ability to critique multicultural research?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
51. In general, how would you rate your skill level in terms of being able to provide appropriate services to culturally different clients?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
52. How would you rate your ability to effectively consult with another health professional concerning the health needs of a client whose cultural background is significantly different from your own?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
53. How would you rate your ability to effectively secure information and resources to better serve culturally different clients?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
54. How would you rate your ability to accurately assess the health needs of women?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
55. How would you rate your ability to accurately assess the health needs of men?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
56. How well would you rate your ability to accurately assess the health needs of older adults?
- |              |         |      |           |
|--------------|---------|------|-----------|
| Very Limited | Limited | Good | Very Good |
|--------------|---------|------|-----------|
-

57. How well would you rate your ability to accurately assess the health needs of gay men?

Very Limited                  Limited                  Good                  Very Good

58. How well would you rate your ability to accurately assess the health needs of lesbian women?

Very Limited                  Limited                  Good                  Very Good

59. How well would you rate your ability to accurately assess the health needs of persons with a disability?

Very Limited                  Limited                  Good                  Very Good

60. How well would you rate your ability to accurately assess the health needs of persons who come from very poor socioeconomic backgrounds?

Very Limited                  Limited                  Good                  Very Good

(D'Andrea, M., Daniels, J., Heck, R. (1999). Evaluating the Impact of Multicultural Counseling Training. *Journal of Counseling & Development*, 70, 143-150.)

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