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Culturally Competence Scale  
LEADER-DETRACTOR

Adapted from the work of Robert R. Carkhuff-Human Possibilities, 2000

<b>LEADER</b>	Initiates and adds to the knowledge base through research. Disseminates information and actively participates in programs and activities to help others require knowledge and skills in and with all groups.
<b>CONTRIBUTOR</b>	Implements principles and continuously monitors the growth and progress in the areas for which he/she is responsible.
<b>PARTICIPANT</b>	Complies with the laws and/or policies as required.
<b>OBSERVER</b>	Complies with the law and/or policy when forced.
<b>DETRACTOR</b>	Actively works against the law. Seeks opportunities to ridicule and/or demean people of other cultures.