# DMIS Paper

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**How was DMIS developed?**

DMIS was developed utilizing a grounded theory approach which means using theoretical concepts to explain patterns emerging from systematic observations. The resulting pattern was split into the 'stages' as described in the DMIS model.

DMIS is based on the concept that experience is constructed, this means that people don't perceive events directly. Instead, how we experience events is filtered through a number of 'templates', or 'categories'. These differ based on culture and mean that someone from one country may look at something and interpret it differently, or filter something into a different category, than say, someone from a country on the other side of the world.

**What was the intention of the writer?**

The intention of the writer was to make sense of how all kinds of people deal with cross-cultural situations. He meant to find a way to explain why some people were able to get a lot better at cross-cultural communication, while others lagged behind or didn't improve at all. The writer hopes to help trainers and educators do a better job of preparing people for cross-cultural encounters.

**What are major items / discussion points in the article?**

There is a clear difference between the two opposite ends of this spectrum, which can be divided into two main parts. Namely, 'ethnocentrism' and 'ethnorelativism'. The first relating to people who believe their culture/ethnicity is central to the world or superior to others or prefer to avoid other cultures. The latter relates to people who can relate more to other cultures and ethnicity, adapt to them and even integrate them into their own culture.

People experience events differently based on their culture, they have different 'templates' or 'categories' to filter events into.

People can be more or less sensitive to differences in culture based on the complexity of their cognition. (Does this mean that people with a lower IQ are necessarily worse at this?)

**Describe your own stage in the model. Underpin with 2 examples and describe possibilities to evolve to the next stage.**

I believe I'm in the 'Integration' phase as I've spent several years of my childhood abroad in Hong Kong. I've met a lot of people from all over the world and all kind of

different cultures and made a lot of friends among them. I've seen a lot of South-East Asia and the diverse cultures there and have learned to keep an open mind.

I feel like I'm in between cultures, a big part of me still feels at home in Hong

Kong. I've met a lot of people from all over the world and all kind of different cultures and made a lot of friends among them. I've seen a lot of South-East Asia and the diverse cultures there and have learned to keep an open mind.

I feel like I'm in between cultures, a big part of me still feels at home in Hong Kong and I do hope to return there one day.

To be honest, I don't really know better than to be open to all cultures. I do however, understand why some people might be more ethnocentric, and I know that a lot of current events aren't ideal, but the individual people and cultures aren't to blame.