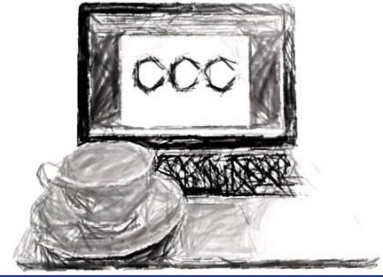




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CCC-Break 2: 04.09.2018. Burning Question: Are CC training still relevant with managers who were Third Culture Kids?

Third Culture Kids (TCK's) are **“children who spend a considerable amount of their developmental years outside their parents' home culture”**, Definition by Pollock & van Reken (1999): The third culture kids experience: Growing up among worlds. There was agreement that of course it is not possible to generalize TCK's as they can be very different. It was discussed that particularly the life phase when people live in different countries is very important. Home culture has a lot of influence on how TCK's experience culture, as well as schools play a very important role for TCK's.

Research on TCK's shows that they are more adaptable, able to cope with extreme changes, but also might have a feeling that they do not belong to one culture. E.g. a family with two daughters who lived all over the world: one daughter might identify to one culture the family lived in and the other daughter might identify more strongly with another culture where the family lived in. Expats are often TCK's themselves and even if they have lived in many different countries and were exposed to many different cultures, there is not guarantee that they have reflected on their personal circumstances. E.g. the fact that someone speaks English doesn't necessarily mean that he/she can teach it. Same goes for TCK/TCA: only because you are a TCK/TCA, doesn't mean you can make sense out of your cultural experiences. Therefore, we agreed that Cross Cultural trainings are still relevant for TCK's or TCA's with maybe a different focus of finding one's own identity. Therefore, trainings need to be adapted and re-designed. Trainings might start more focused on self-reflection with questions such as “What are your roots?” and/or “Where do you experience problems?”. Besides, we discussed possible methods training IC Trainings for TCK/TCA, such as:

- Use storytelling as a method
- Highlight process of identity
- Empower managers to feel secure in their cultural identity
- TCK need to understand their asset – in terms of change competence, adaptability
- Make clear that it is not necessary to identify with one culture – maybe here link to ted Talk
- Emphasis on emotional intelligence in trainings

We also discussed how difficult the question “Where are you from?” for TCK/TCA is and that questions such as “Where are your roots/What are your roots?/What is most important for you?” would be more appropriate. And the following quote borrowed from one of our participants

Where do you have your cultural roots? ON EARTH 😊

SIETAR Europa Cross Cultural Coffee Breaks

Summary

Thanks for this summary of our CCC Break discussion to:



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Summary



Thanks for the intriguing discussions to our participants:

