

Acculturation Condition [Normative ABCD¹]

Accepted Behaviors

- dress code
- communication style

Accepted Cognitions

- cultural values
- social identities

Accepted Affects

- intergroup anxiety
- contempt

Accepted Desires

- humility virtue
- justice duty

Acculturation Response [ABCD during contact²]

Behaviors

- language use
- social withdrawal

Cognitions

- interaction quality
- ethnic identification

Affects

- enjoyment
 - apprehension

Desires

- academic goals
- acceptance wish

Acculturation Outcome [ABCD after contact]

Behaviors

- political activism
- work performance

Cognitions

- satisfaction with life
- self-esteem

Affects

- distress
- feeling at home

Desires

- belongingness
- competence

Presence of Difference:

Is contact possible?

Is there contact?

Is there a cultural difference?

Is there an awareness of the difference?

Is the difference situationally relevant?

External Affordances:

Is there a possibility not to change? Is there a possibility to change? Support to attain desired outcome? Possibility to ignore the difference? Possibility to focus on a different issue? Possibility to compensate the difference?

Evaluation of Difference:

Adverse consequences of adapting?
Benefitial consequences of adapting?
Adverse consequences of maintaining?
Benefitial consequences of maintaining?
Is difference perceived as problematic?
Is the difference perceived as just?
Sufficient self-efficacy?
Sufficient outcome-expectancy?

Conditions of Stress vs. Adaptation:

Is difference perceived as incompatible? Is the desired outcome possible?

Is the desired outcome attained?

Adverse consequences?

Sufficient resources to deal with challenge?

Notes:

- ¹ Normative affects, behaviors, cognitions, and desires of all relevant cultural groups (e.g., origin and local majority).
- ² Contact can be with a member of the other group but also with media, societal institutions, or cultural products.