Phase I: Instrument Development (CCCHP-EU)

**Step 1**
- Literature Review Conceptual Cultural Competence Models (14)
- Literature Review existing Cultural Competence Instruments (20)

**Step 2**
- Item Generation (384 items) and Reduction
- 4 item reduction rounds separately by 3 researchers
  - 115 items & 6 SD items

**Step 3**
- Initial Item Validation
- 13 researchers/students judged item relevance and clarity
  - 85 items & 6 SD items

**Step 4**
- Expert Validation
- Face validity assessed by 5 experts
  - 59 items & 6 SD items

**Step 5**
- CCCHP-EU Pilot Version
- 5 Dimensions:
  - Attitudes (11 items)
  - Knowledge (13 items)
  - Awareness/Self-reflection (10 items)
  - Motivation/Emotion (12 items)
  - Skills (13 items)
  - 59 items & 6 SD items

**Step 6**
- Usability testing CCCHP-EU Online Versions
- Tested by 12 students
  - 59 items & 6 SD items

Phase II: Psychometric Evaluation of the CCCHP-EU

**Step 1**
- Pre-analysis checks & Item Analysis
  - >30% missing (2 items, 7 respondents)
  - 63 items

**Step 2**
- Principal Component Analysis (PCA)
  - <.39 component loading (24 items)
  - >.40 cross-loading (3 items)
  - 36 items

**Step 3**
- Reliability (α)
  - 4 items increased α estimate if deleted
  - 32 items (4 SD)

**Step 4**
- Additional Construct Validity Assessment
  - Known-groups technique 6 pre-defined groups
  - 32 items (4 SD)

S1 Fig. Overview of the study procedures for the development and psychometric evaluation of the CCCHP-EU.