

## Mapping Your Cultural Orientation

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### LOW CONTEXT ————— HIGH CONTEXT

When rules are presented, I prefer that every detail is spelled out clearly.

Some rules are understood by everyone so it's not necessary to spell everything out.

### INDIVIDUALISTIC ————— COLLECTIVISTIC

I prefer to work independently and be recognized individually.

I prefer to work as part of a group and think it's better when individuals are not singled out.

### EGALITARIAN ————— HIERARCHICAL

All people should be treated the same, no matter their position.

People should be treated differently depending on their title, position, or rank.

### SURFACING DIFFERENCES ————— MAINTAINING HARMONY

I directly address differences when there is an issue so the problem can be solved quickly.

I prefer to deal with differences indirectly, behind the scenes, to avoid causing upset.

### BEING ————— DOING

I derive more of my identity from who I am and my family.

I derive more of my identity from what I do: work, activities, etc.

## Cultural Orientation Small Group Discussion

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- Where do you think these orientations come from?
- How might identifying your cultural orientation help you in your work?
- Which traits are challenging for you when interacting with others?