

# Community of Respect



**PROVIDING CULTURAL AWARENESS  
AND UNDERSTANDING TO THE NDSU COMMUNITY**

Please complete the  
Pre-Assessment and “I Am  
From” forms



# Module 1

What is culture?

Understanding ourselves  
and others



# What is Culture?

## Learning Outcomes

1. Identify own culture
2. How cultures differ
3. How culture influences behavior



# What is Culture?

- Defining culture
- What are cultural values?
- What about stereotypes?
- What are generalizations?
- Do personal behavior or personality count?



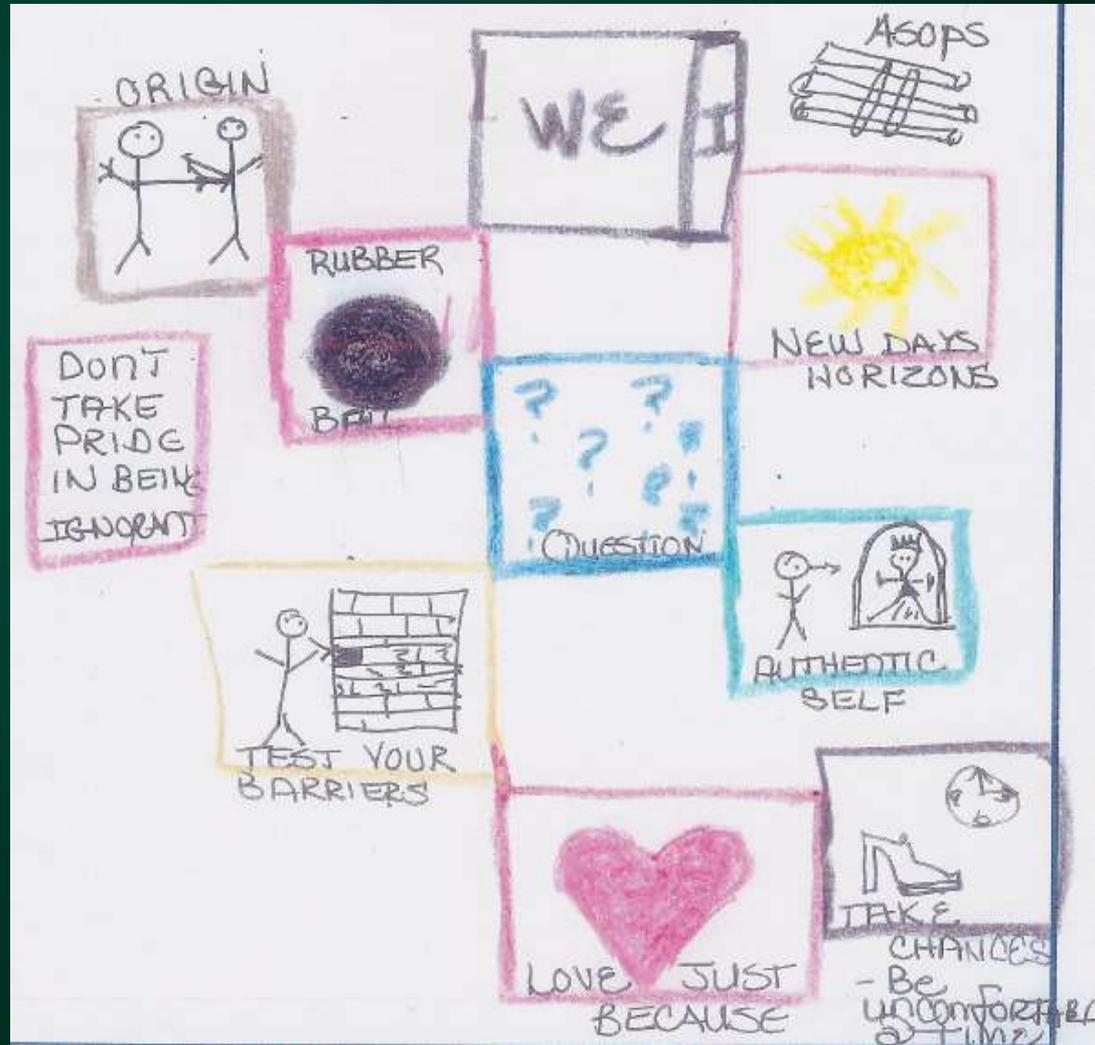
# What is my Culture?

## Learning Activity:

- Draw a picture of what culture is –  
My Culture is like . . . , or  
Culture is like . . .
- Work in small groups, sharing what your drawing means to you.



# My culture looks like . . .





# What is Culture?

## Debriefing of Module I



## Module II

# Our Community Mosaic



# My Community Mosaic

## Learning Outcomes

- Verbal elements of culture
- Non-verbal elements of culture
- Cross cultural components impacting communication processes
- Culturally based values and attitudes that influence behavior

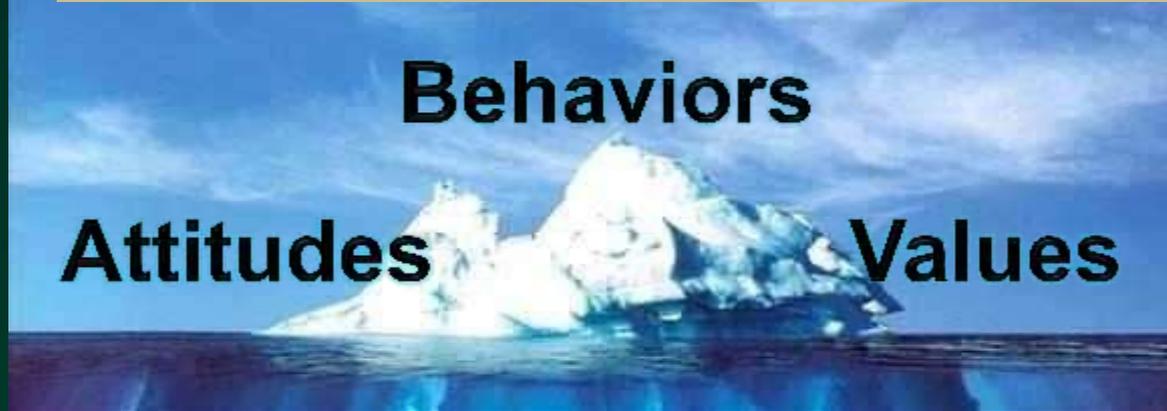


# My Community Mosaic

- Cultural Dialogue Exercise – Part I
- Answer Two Questions
  - What is the point of the conversation?
  - Do both speakers have the same understanding?



# Explicit Culture



Explicit Culture – What we perceive  
with our senses.



# Implicit Culture

**Below the Waterline-  
Concepts and ideas that differ  
from culture to culture.**

**Communication  
Preferences**

**Styles of Interaction/  
Relationships**

**World Views**



# Cultural Values Exercise

- Cultural Values

To understand behaviors, seek to understand the values and beliefs that drive them

- Values Scale Exercise

- There are no “right” answers
- Trust your instincts



# Cultural Values Exercise

- Read the description for each cultural scale.
- Place a vertical line on the continuum to indicate your cultural preferences.
- Try not to analyze too deeply.
- What is your first response – your “gut” reaction?
- There are no wrong answers!



# Personal Cultural Scales

## Concept of Self



## Power Distance



## Concept of Time





# Personal Cultural Scales

## Degree of Directness



## Attitude Toward Work



## Importance of Face



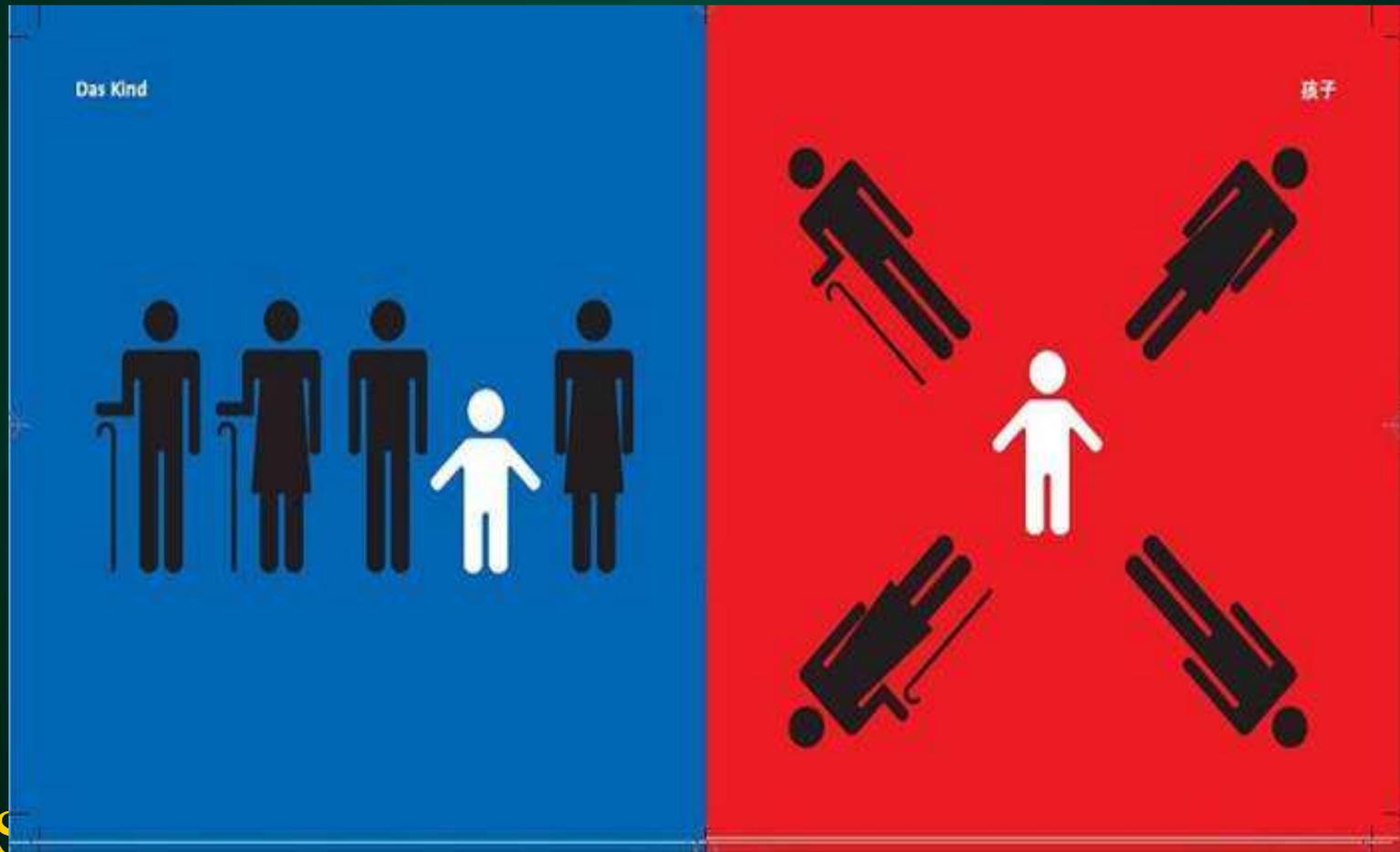


# Debrief Cultural Values

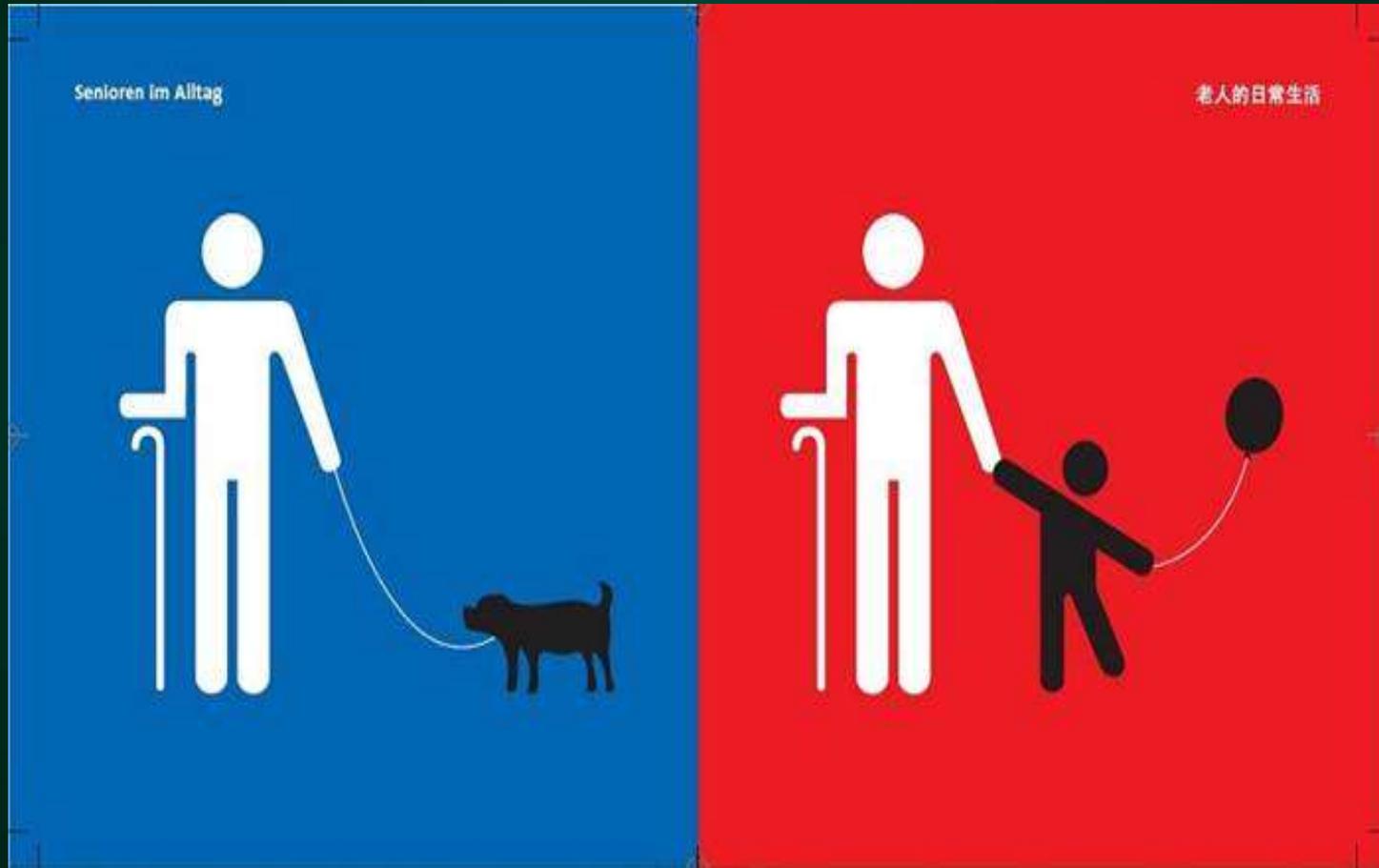
- What is the basis for how we interpret the behaviors of others?
- Why is understanding your own cultural values important?
- Was it easy to identify your own cultural values?
- Why do you think you fall differently on the continuum than the general population?

# Graphics below was created by Berlin-based Chinese artist Yang Liu

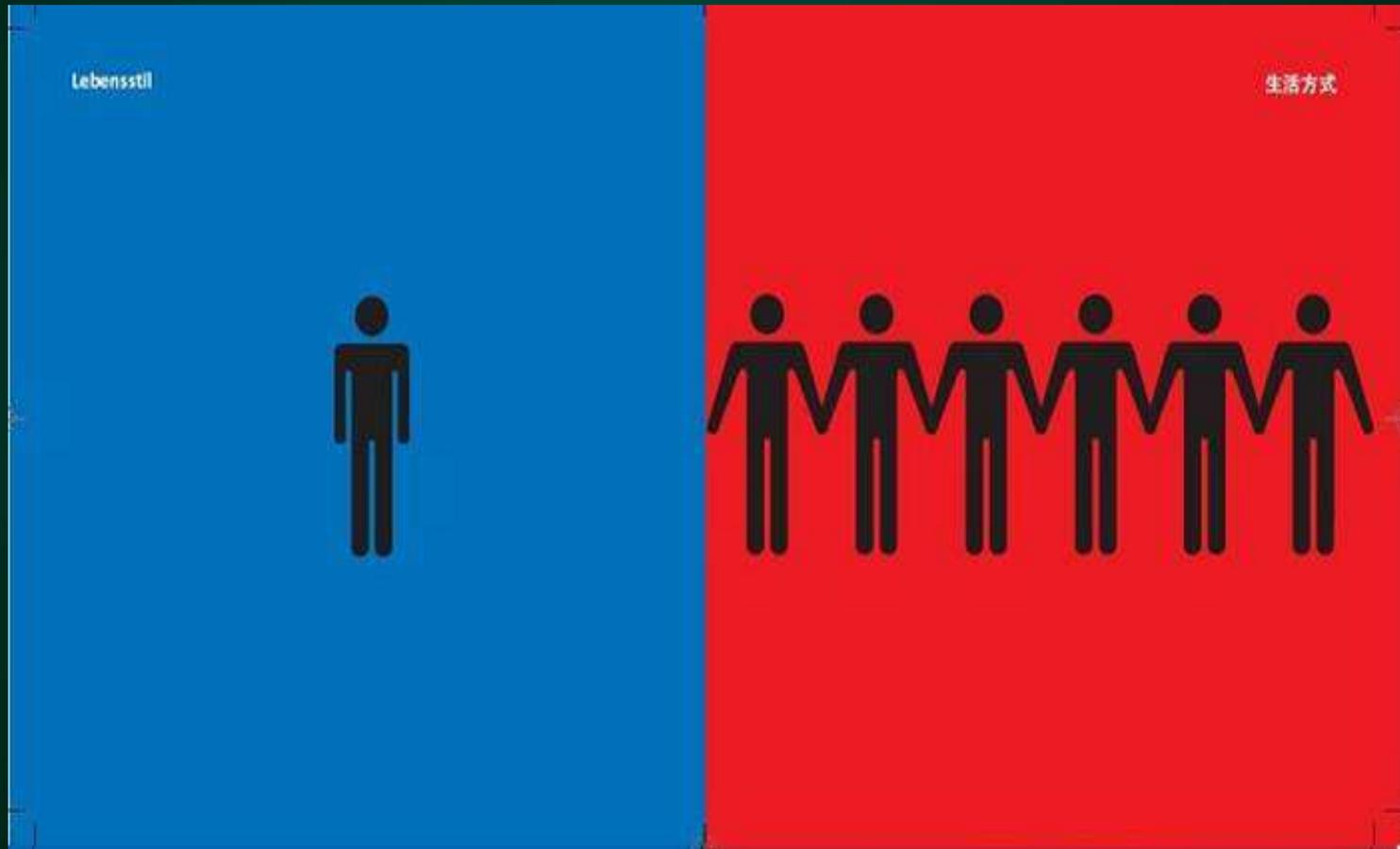
## The Family



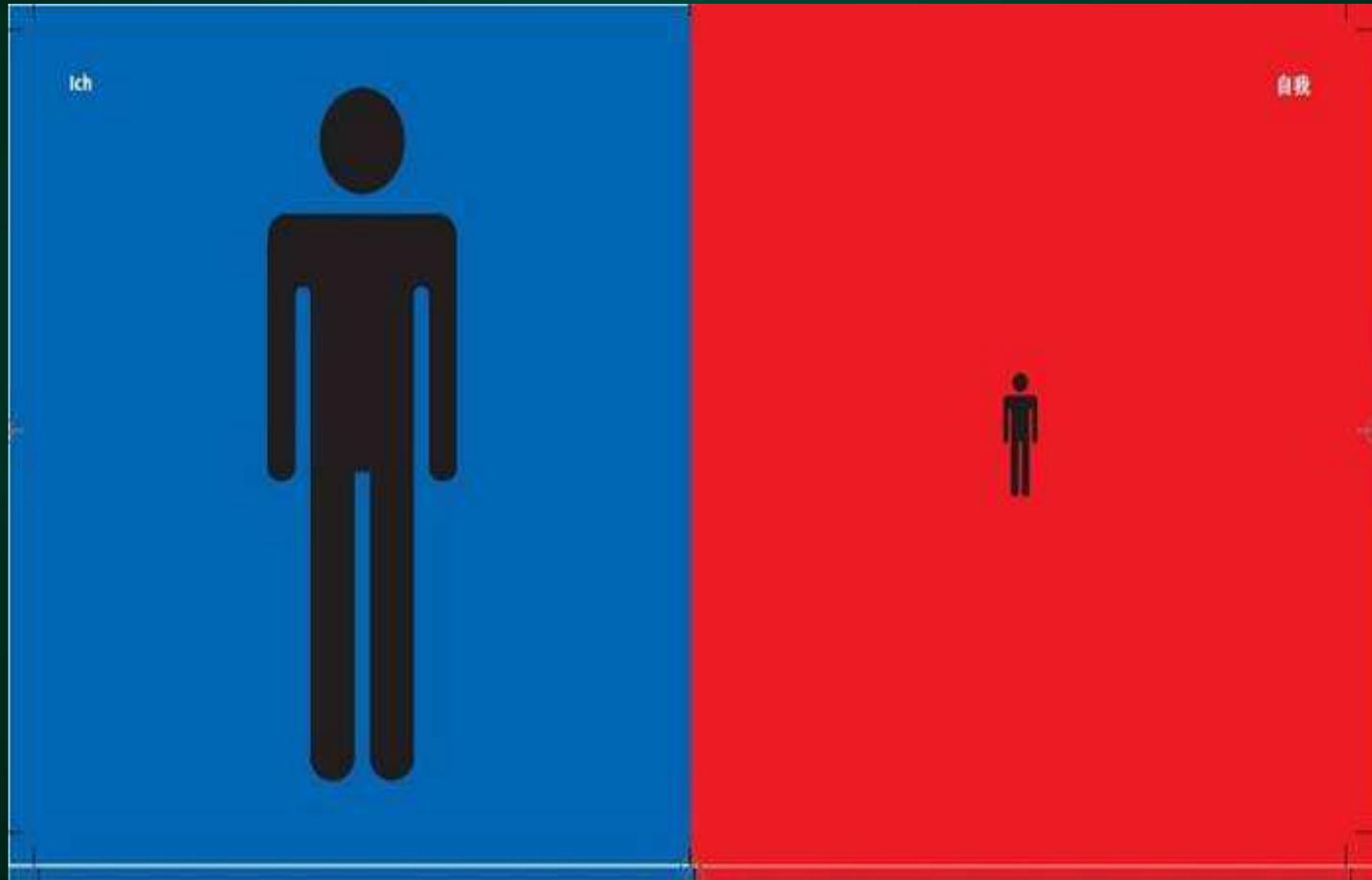
# Life of the Elderly by Yang Liu



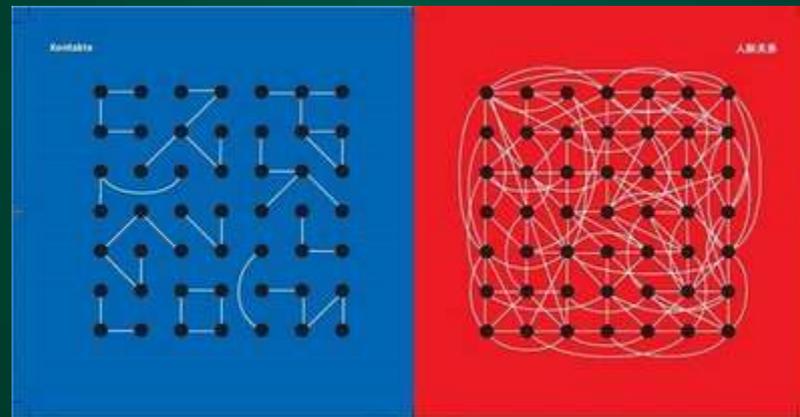
# Way of Life by Yang Liu



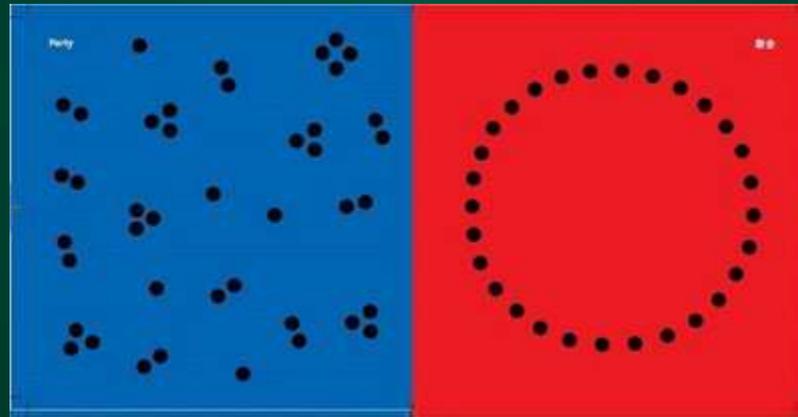
# A View of Myself by Yang Liu



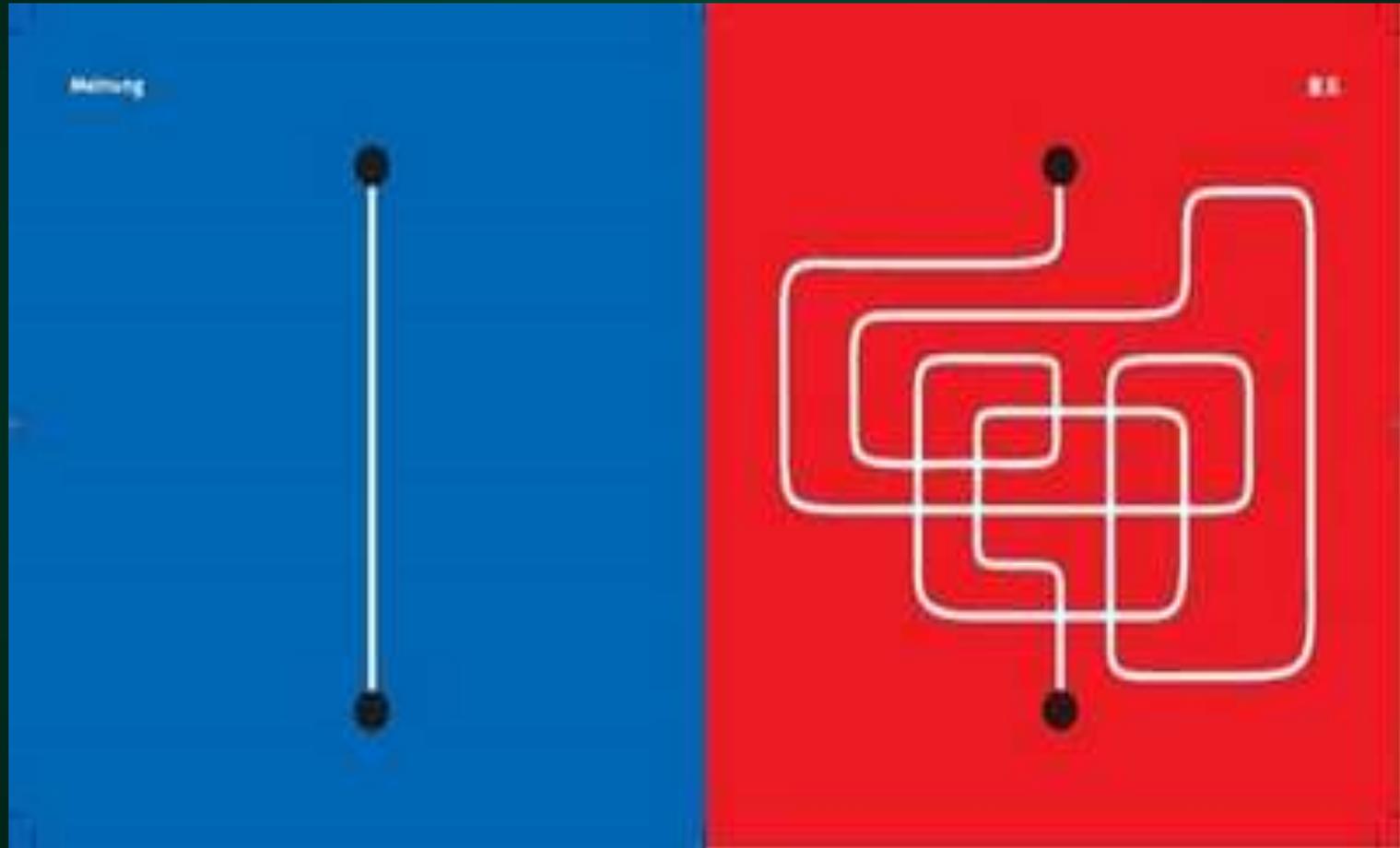
# Contacts by Yang Liu



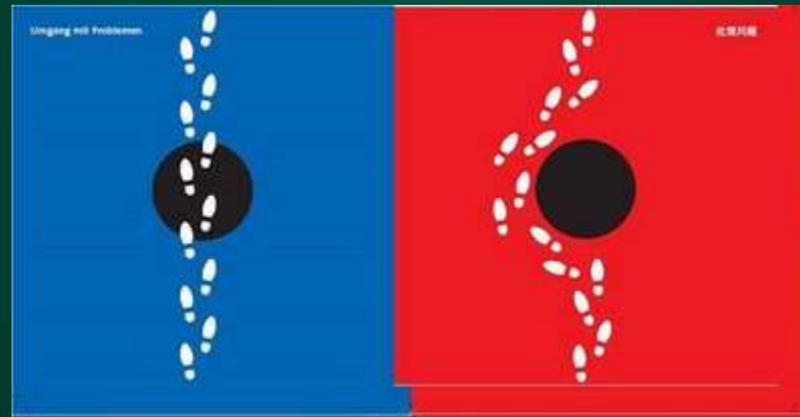
# Parties by Yang Liu



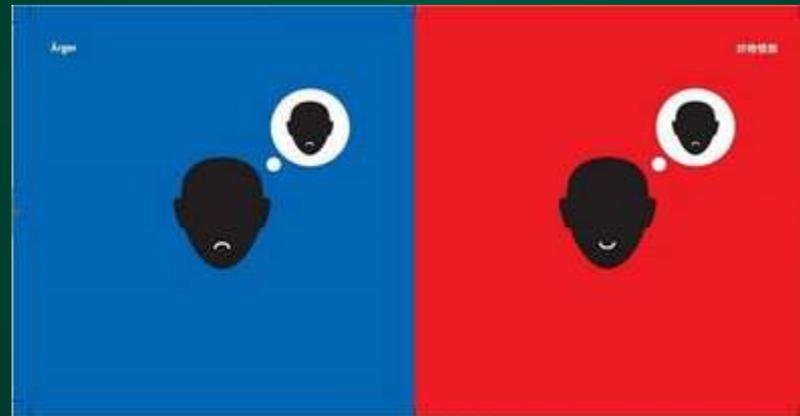
# Opinions by Yang Liu



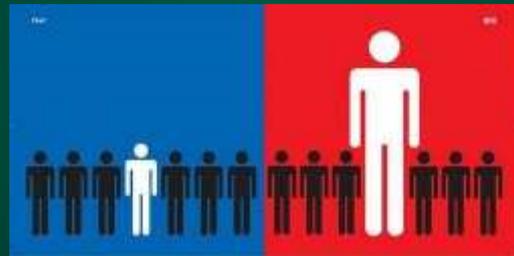
# Handling Problems by Yang Liu



# Anger/Displeasure by Yang Liu



# The Boss by Yang Liu



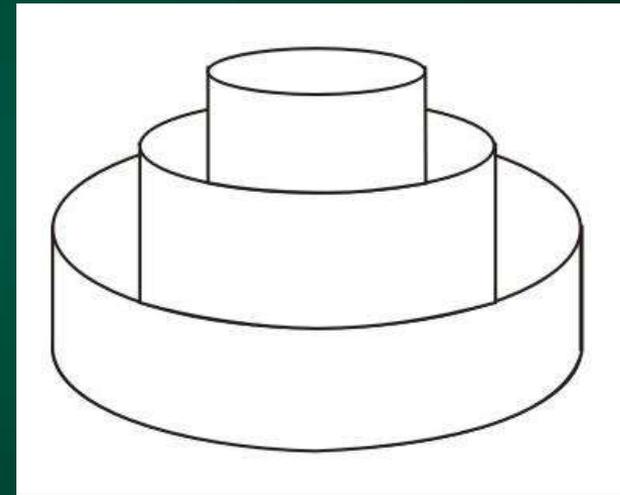
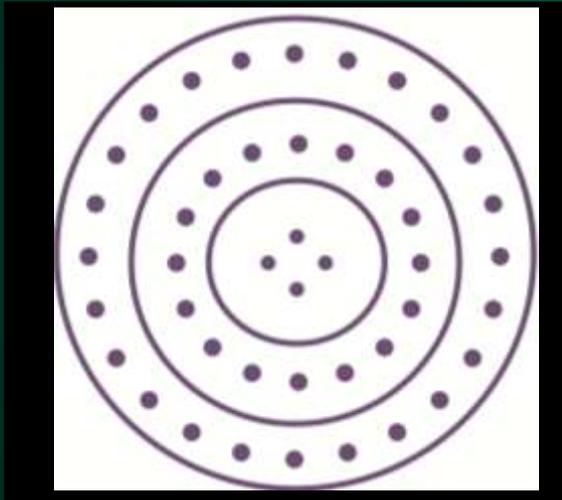


# Cultural Diagrams

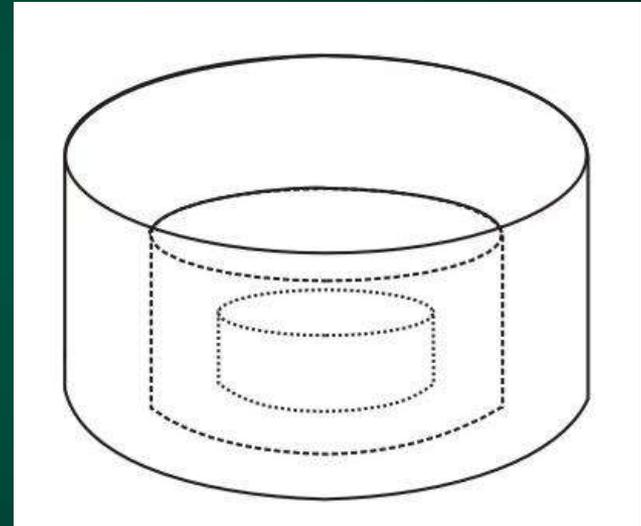
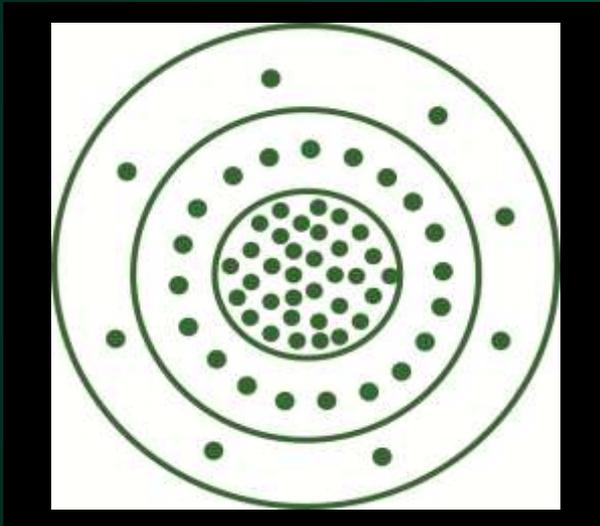
- Friendships and Relationships
- Communication Preferences
- Achievement Over Time
- Personal vs. Societal Responsibility
- Reasoning Patterns



# Styles of Interaction/ Relationships: Friendship Patterns



U.S. / Western Friendships

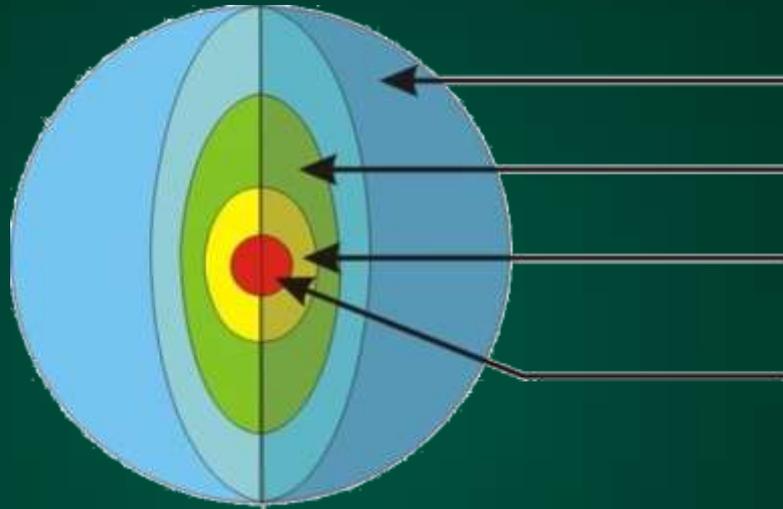


## Non - Western Friendships



# Styles of Interaction: Communication Preferences

Low  
Context

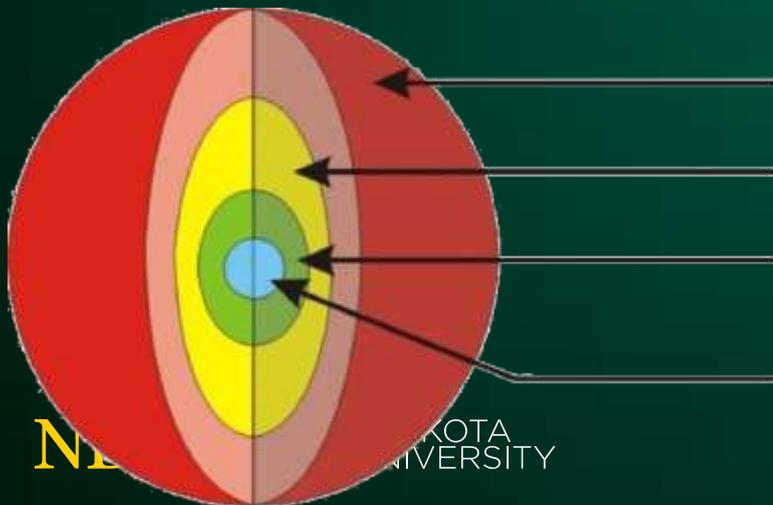


Explicit verbal  
communication

Opinions

Values

Feelings not  
as important



Context and feelings matter

Values

Opinions

Words convey a  
minimal part of the  
message

High  
Context



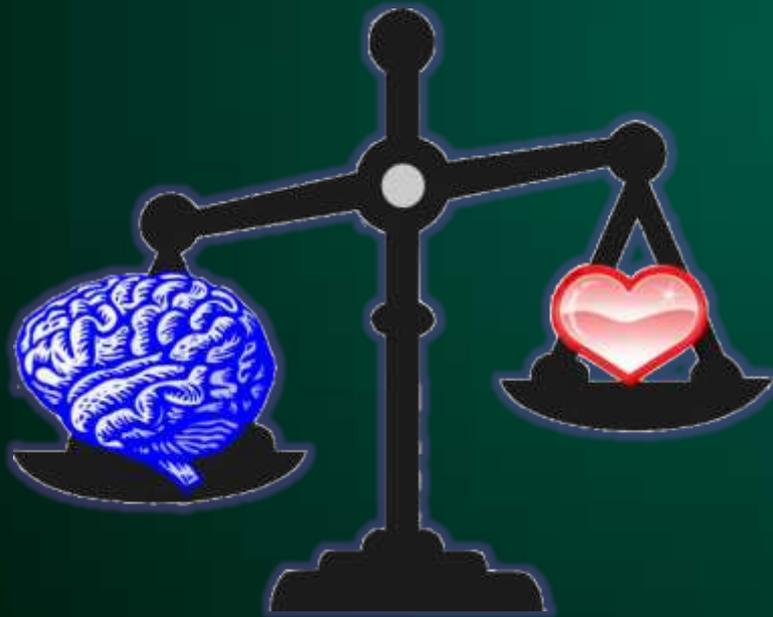
# Cultural Priorities: Achievement over Time





# Cultural Perspectives: Personal vs. Societal Responsibility

Universalists/Generalists:  
Rule Dominated



Particularistic:  
Relationship Dominated

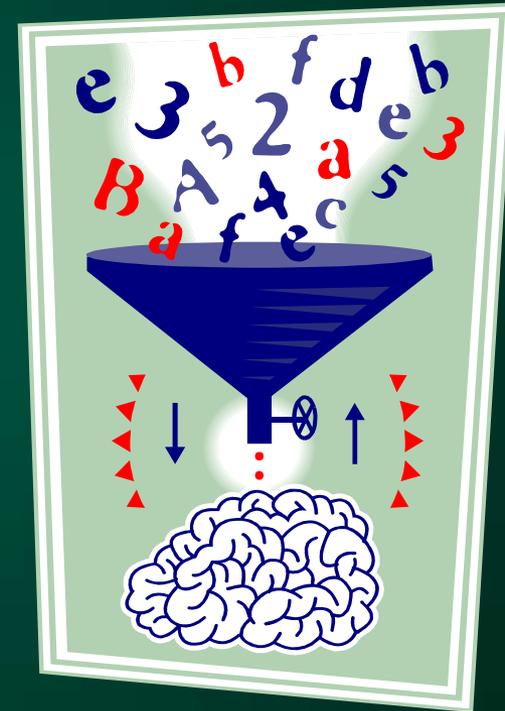




# Styles of Interaction: Reasoning Patterns



Start with the Conclusion



End with the Conclusion



Arrive at the Conclusion All at Once



# Cultural and Space

## Proximity

- Intimate Distance
- Personal Distance
- Social Distance
- Public Distance



# Gestures Are Not Universal!



What do these gestures *really* mean?



# Cultural Perspectives: Voices



# Dialogues Exercise

## Part II

Analyze the dialogue again

- Do both speakers have the same understanding?
- Look for the values that may be influencing behavior
- Use the terminology
- Beware stereotypes



# Communications Styles Debrief

- Values and resulting behaviors are embedded in human interactions
- Remember that the largest part of the iceberg is below the surface
- Misunderstandings can be avoided



# Cultural Perspectives: Voices

- Voices Exercise Debrief

What behaviors and values are in evidence?

How do participant expectations differ?



## Module II Debrief

- Verbal elements of culture
- Non-verbal elements of culture
- Cross cultural components impacting communication processes
- Culturally based values and attitudes that influence behavior



# Module III

## Cultural Crisscross

### Learning Outcome

Apply knowledge and skills learned in Modules I and II to situations encountered in professional or personal lives



# Close Encounters of a Cultural Kind Exercise

## Case Studies

- What is/are the underlying cultural issues?
- What possible interventions could be used to help resolve the situation?
- What could be done differently to prevent the situation given the cross cultural issues at play?



# NDSU Community of Respect

*At NDSU – we are working to create a Community of Respect, where all differences and diversities are welcomed and included.*

*If you are interested in becoming a trainer, contact: [Kara.Gravley-Stack@ndsu.edu](mailto:Kara.Gravley-Stack@ndsu.edu)*

*For more information about Community of Respect, go to: [www.ndsu.edu/diversity](http://www.ndsu.edu/diversity).*



# NDSU Community of Respect

*Next Community of Respect training session:  
Monday, December 19, 9am to 2pm*

*If you wish to become a trainer, we are hosting a  
trainer's workshop:*

*Monday, December 19, 2pm to 4pm*

*Contact Kara for more details.*



# NDSU Community of Respect

Post Assessment

Questions?