Community of Respect

PROVIDING CULTURAL AWARENESS AND UNDERSTANDING TO THE NDSU COMMUNITY
Please complete the Pre-Assessment and “I Am From” forms
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 – 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
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
- Individualist
- Collectivist

Power Distance
- Low
- High

Concept of Time
- Monochronic
- Polychronic
Personal Cultural Scales

Degree of Directness
- Direct
- Indirect

Attitude Toward Work
- Achievement
- Quality of Life

Importance of Face
- Less Important
- More Important
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

High Context

- Context and feelings matter
- Values
- Opinions
- Words convey a minimal part of the message
Cultural Priorities: 
Achievement over Time

Time Passing

Focus on Results/Tasks

Focus on Function/Relationships

Results

Time Passing

Results

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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
Proximity

- Intimate Distance
- Personal Distance
- Social Distance
- Public Distance
Gestures Are Not Universal!

What do these gestures really mean?
Cultural Perspectives: Voices
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
• 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?
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

For more information about Community of Respect, go to: www.ndsu.edu/diversity.
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.
Post Assessment

Questions?