**Process Report Group 3-Z**

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# Introduction

# Group description

Three different home countries can also mean three different cultural backgrounds, however, Italy and Spain are similar when it comes to the culture which means that four of our five members should stand close in the scale for most of the aspects, but when, as a group, we took the Erin Meyer test of the culture map, we found some interesting results after comparing our score with the ones of our own cultures. In the following figures, is it possible to appreciate said results in three of the eight aspects. (Figures ???)

Evaluating

It might be the most relevant dimension to our group, given that we are required to evaluate each other’s works constantly while working in the project.

The three countries tend to the left side of the scale (direct negative feedback) while the group position tends to the right (indirect negative feedback). While the difference between them might not seem big at first sight, we have checked multiple times during the project that it can easily develop into conflicts if we are not careful. Therefore we have, as a group, learned to accept that comments about our work are not meant to be as harsh as they sound. (Include evolution in project)

Include citation???

“Spaniards and Mexicans are equally high-context communicators, but the Spanish are much more direct than Mexicans when it comes to giving negative feedback.” (Meyer, 2014)

A picture containing timeline

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Trusting

When it comes to trusting, our group is divided in two different groups, not according to our culture but to ourselves as individuals.

On the one hand, we have half of the group which follows what the scale shows, trusting more in the people if they have a relationship with them, which means that getting to know each other and becoming friends actually have a positive impact on the final product of the project. On the other hand, we have the other half of the group which doesn’t trust anyone, no matter the level of relationship they have, meaning that they face difficulties when it comes to delegating the work and want to control everything, supervising and revising the work of everyone to make sure is well done according to them.

This issue have been addressed as a group several times and (Include evolution)

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Persuading

The last of the aspects we found relevant to include is persuading, because it really influences how we make decisions as a team.

All our countries have the ‘principle first’ culture (in the case of Spain and Italy is extreme) and, somehow, the group altogether can find itself in the ‘application-first’ side. In our countries, we are used to hear a lot of data when someone is trying to convince us about some matter, we would listen to all the meticulously recollected information before they even explain what their position is. This situation contrasts on how we work as a group. Even though we appreciate the objective information, and it can be useful while making decisions, when we are trying to make a point or let the others now our opinion, the first thing we do is say it, and later we’ll list the arguments to support it. This approach has worked well for us, and we found that it saves time in most of the cases. Is interesting how we have adapted ourselves and ended up with a position similar to the Danish one, which is represented by the yellow triangle in the scale below (figure ??)

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In general, once we correctly understood our cultural differences and how they might affect our behaviour in the group, they suppose a great advantage while working together rather than a conflict inducer.