Cultural differences and ethics Netherelands vs Scotland

Inhoud

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# Country Comparison Tool

Afbeelding met tekst, schermopname, ontwerp, diagram

Automatisch gegenereerde beschrijving

(*Country Comparison Tool*, n.d.)

The Country Comparison Tool is a way of comparing the culture and ethics of one country to another in a simple and easy to understand way. This comparison is done using the points that can be seen above. The meaning of these points and the scores are as follows:

Power Distance: This refers to the hierarchical structure that exists in both the professional and private life of the people in a country. A high score means there is a strict structure and expectation of behavior depending on the position one occupies. For example in a country with a high score in Power Distance the words of someone’s boss will have more weight on the actions this person must undertake compared to a person living in a country with a lower Power distance score where there is more importance placed on the competence of the individual.

Individualism: This refers to how important a individual persons wants and needs are in both the professional and private settings. A high score in Individualism means that the country places high importance on the merit an individual has and what the individual stands to gain themselves. Meanwhile in a country with a lower score in Individualism a bigger priority is placed on what the groups wants and/or needs rather than that of the individual.

Motivation towards achievement and success: This refers to how much importance is placed on ones achievements. For example a country with a high score in motivation will have a culture wherein getting into a reputable school is something to strive towards and to be celebrated if one is successful. On the other end a country with a low score on motivation will be a lot more relaxed in this regard. It does not matter which school one attends so long as they are comfortable in said school and learn at least the bare minimum of what is necessary.

Uncertainty avoidance: This refers to how comfortable a person is without knowing what is expected of them. A country with a high score in Uncertainty avoidance will have people who try to be sure of everything and try to garner as much information as possible about a subject before moving on towards the next step meanwhile, a country with a low score in Uncertainty avoidance will not mind not knowing everything and move on to the next step a lot quicker without as much research into the things that could go wrong or differently than what is expected.

Long term orientation: This refers to the way of thinking about truths. A country with a high score in Long term orientation will believe that truth depends on the time and place this truth is established and it can change if the context changes. A country with a low score on Long term orientation will try to establish a absolute truth and hang a lot more importance on traditions.

Indulgence: This refers to how much importance is placed on leisure and the outlook on life. A country that scores high in Indulgence will place a lot of importance on leisure in order to enjoy life to it’s fullest. Countries with a low score in Indulgence will place less importance on leisure and control their own desires.

# Netherlands

Afbeelding met tekst, schermopname, diagram, ontwerp

Automatisch gegenereerde beschrijving (*Country Comparison Tool*, n.d.)

The Netherlands has very extreme scores in both the high and low end of the spectrum in the country comparison tool. The meaning of each of these scores gives a good look into Dutch culture namely what is important to the Dutch people.

Power Distance: The Netherlands scores low on Power distance this means that a leader places more importance on the competence and knowledge of their workers and the workers can more comfortable get in contact with their boss.

Individualism: The Netherlands has the highest score in Individualism not only among all the other points but also across every country. This means they place an incredibly high importance on the competency of the individual person as well as their wants and needs.

Motivation towards achievement and success: The Netherlands has a remarkably low score in motivation. This means that the Netherlands is very lax in how much effort one needs to put into their work. This is especially true because of the sixes culture that exist in the Netherlands. The sixes culture refers to a six or the bare minimum for a passing score being considered a high enough score for a test and any higher is more of a bonus rather than a necessity (Sten & Sten, 2020).

Uncertainty avoidance: The Netherlands scores fairly in the middle having a slight preference for avoiding uncertainty. This means that rules are considered more important and precision and punctuation is the norm.

Long term orientation: The Netherlands has a high score in this regard. This means that the Netherlands is comfortable with changing the truth if the situation surrounding the truth changes and it no longer is the truth as well as being able to adapt traditions to modern understandings and feelings.

Indulgence: The Netherlands scores high in Indulgence this means that one’s leisure time and indulging in ones desires is considered an important facet of their lives. As such they have a positive attitude towards their life.

# Scotland

Afbeelding met tekst, kaars, schermopname, ontwerp

Automatisch gegenereerde beschrijving

As Scotland is a part of the United Kingdom its scores are also a part of the united kingdoms scores and will be treated as such.

Power Distance: Scotland scores low on Power Distance. This means that less importance is placed between the difference of the worker and their employer making it easier for talks between the two as well as minimizing the inequalities between the people.

Individualism: Scotland scores high in Individualism. This means a high importance is placed on a persons competence as well as their wants and needs as well as how they can contribute towards society.

Motivation towards achievement and success: Scotland scores high in motivation. This means that it is a success driven country.

Uncertainty avoidance: Scotland scores low in uncertainty avoidance. This means that the people are comfortable not knowing what a day might hold in store for them or in what regard they are expected to fulfil their role.

Long term orientation: Scotland scores high in Long term orientation. This means that their truths can change depending on the situation they find themselves in and are able to adapt their traditions following changes in their own culture.

Indulgence: Scotland scores high in Indulgence. This means that the free time and fulfillment of one’s desires is important to the Scottish.

# Comparison

Afbeelding met tekst, schermopname, ontwerp, diagram

Automatisch gegenereerde beschrijving

There are not a lot of differences in culture and ethics between the Netherlands and Scotland however the differences that are there will be interesting to talk about as such any score difference lower than 10 will not be talked about as the countries will be far too similar in those instances for there to be any meaningful difference.

First of Individualism. Although both score incredibly high in this regard in Scotland the affirmation of the importance of the individual is a lot more recent compared to the Netherlands.

Secondly Motivation towards achievement and success. The Netherland and Scotland are on opposite sides of the spectrum in this regard. The easiest difference to spot between the two countries in this segment is the existence of the sixes culture in the Netherlands standing opposite from the hard working culture of Scotland.

Lastly there is Uncertainty avoidance. While the Netherlands seeks to avoid uncertainty as much as possible through rules and regulations Scotland is the complete opposite being almost completely comfortable without those same rules and regulations.

# Personal story

I have a family member who originates from Scotland and has lived there for most of his life. When interacting with him the biggest difference I have experienced is their drinking culture. In the Netherlands drinking large amounts of alcohol is uncommon while in Scotland it’s common to drink a lot of alcohol when at a party or the like. I had firsthand experience with this culture when I was around 10-13 years old when me and my family where invited to go out and eat with my uncle and his Scottish family. During this outing the Scottish family members and my uncle were drinking a massive amount of alcohol compared to what I have seen from my Dutch family members yet by the end they were only slightly tipsy from the looks of it. I can only hazard a guess that the reason for that is the frequent consumption of alcohol in their culture as upon questioning my parents as to how they were able to consume that level of alcoholic beverages they responded with saying that it was part of their culture. Upon looking up if this was true for this story I came across a statistic stating that 90% of men and 87% of women in Scotland drink alcohol having a preference toward binge drinking i.e. drinking a lot of alcohol in one sitting (Rehab, 2020) which is what I experienced when I was younger. Though these statistics might not be entirely accurate for that time given the fact that consumption of alcohol in Scotland has increased because of the pandemic.

# Sources

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