**Cultural Mapping Worksheet**

Cultures across the United States and globally utilize a variety of values and behavioral norms in their work. Individuals and groups demonstrate these preferences day-to-day. Take some time to reflect on your values and behavioral norms.

Identify your cultural preferences by placing an ‘**X**’ at a place along the continuum that reflects your values and behavioral norms. Additionally, mark a ‘**D**’ along the continuum that reflects the values and behavioral norms of your group or department.

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| **Universalism**  “What is good and right can be defined and always applies.” | 🡨----------------------|----------------------🡪  ***How do we define what is fair?*** | **Particularism**  Good and right depends on the relationship and unique circumstances. |
| **Individualism**  Identity comes from the self, and it is more important to contribute to the community as and if I wish. | 🡨----------------------|----------------------🡪  ***Where do we get our sense of identity?*** | **Collectivism**  Identity comes from the group one is a part of, and it is important to consider the community first. |
| **Specific**  Focus on keeping work and professional lives separate. | 🡨----------------------|----------------------🡪  ***How far do we get involved?*** | **Diffuse**  There is overlap between work and personal lives. |
| **Neutral**  Focus on restraint in showing emotions. | 🡨----------------------|----------------------🡪  ***How do we manage emotions?*** | **Affective**  Focus on showing emotions. |
| **Achievement**  Judged on what is accomplished recently and/or over time. | 🡨----------------------|----------------------🡪  ***How do we confer status?*** | **Ascription**  Focus on a title, status is attributed at birth, based on identities, connections, and education (location/specific institution). |
| **Sequential**  Time is linear; focus on one thing at a time. | 🡨----------------------|----------------------🡪  ***How do we define time?*** | **Synchronic Time**  Time is circular; focus on the big picture. |
| **Internal Control**  Focus on dominating the environment. | 🡨----------------------|----------------------🡪  ***How do we manage our environment?*** | **External Control**  Focus on accepting whatever comes. |
| **Task Focus**  Focus on getting the job done and can become impatient with socializing. | 🡨----------------------|----------------------🡪  ***How do we get our work done?*** | **Relationship Focus**  Value building relationships and work better with people when getting to know them. |
| **Egalitarian**  All people should be treated similarly regardless of their position. | 🡨----------------------|----------------------🡪  ***How do we treat people?*** | **Hierarchical**  People should be treated differently depending on their title, position, rank. |
| *Riding the Waves of Culture: Understanding Diversity in Global Business* by Fons Trompenaars and Charles Hampden-Turner, 1993.  Hofstede Insights: <https://www.hofstede-insights.com/product/compare-countries/> | | |

# **Questions for Application**

1. **How do elements of your cultural map reflect in you, your life and/or your work/school?**

**🡪 Elements of my cultural map reflect in my life in a variety of ways. Some ways are that I generally tend to try to make people I work/live with friends. In addition, I notice that I generally express my feelings openly, where as in the US, more people (and especially men) are expected to be neutral.**

1. **How does your cultural orientation map compare or contrast to what you thought about yourself or any groups you belong to?**

**🡪 The thing that I think I usually diverge from the consensus of my culture is that I believe in internal control while my parents, for instance, are strong believers in accepting life as it is. I am learning more and more that they are (partly) right, that there has to be a certain level of acceptance, while also trying to change the things one can change.**

1. **Which traits are challenging for you to navigate with others?**

**🡪 The traits of determining fairness (universalism vs particularism), inner control vs external control and neutral vs affective natures are a bit challenging for me to navigate with others.**

1. **What are the benefits of supporting traits that differ from your own? What value could they bring?**

**🡪 In many ways, we learn a lot from people are differ from us in their ideologies, behaviors and cultures because they allow us to self-examine our pre-existing traits. For instance, I learn from my parents that sometimes the best approach is to accept one’s reality.**

1. **What resources, support systems, networks, or opportunities currently exist within your life to support folks that may differ from your culture(s)?**

**🡪 I utitlize social media to communicate with friends I met in several countries and try to catch up as often as possible. Most of them are from outside my culture. In addition, being an international student in the US allows me to talk to American friends and understand their viewpoints.**

1. **Explain/discuss ethics. From where, whom and when did you learn your   
   ethical position(s)?   
   🡪 Having come from an Eastern Orthodox Christian society, my ethics were based mainly on Christian principles. However, I got interested in Philosophy at 16, read Ethics books and thought about how we define what’s right/wrong. Currently, my opinions with regards to ethics reflect my reading more than they do my upbringing.**

1. **Does it differ from that of any of the larger culture(s) to which you belong? How? Or how is it similar?**

🡪 It differs from my culture but it is similar in some ways. For instance, the Golden Rule guides a lot of my actions. However, my ethics are different with regards to many subjects such as homosexuality, which is unfortunately still a taboo in my home-country’s culture.