

Cross-Cultural Analysis Exercise

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The cross-cultural Analysis Exercise is designed to help TICCS participants begin to focus on the differences between their first cultures and the new cultures they are living in. Similarities between the two cultures would not be expected to cause problems. Most problems arise because of differing norms, values, beliefs, expectations, standards, goals, etc. If participants can learn to approach these differences objectively and analytically, rather than subjectively and emotionally, they should be better able to anticipate, prevent and cope with problems that might arise.

One of the problems is that we take our cultures for granted. We are not able to describe our own culture until we can contrast it with another culture. This exercise, then not only helps the expatriate learn more about the new culture, but it helps him understand his own. It helps him learn that much of what he considered to be right and wrong, of human nature, is actually culturally determined. With his understanding of cultural differences, it is much easier to achieve an openness to experience in one's approach to another culture. At the same time, this recognition of cultural relativity will in all likelihood help the expatriate maintain the objectivity that will prevent him from rejecting his own culture in favor of his newly discovered culture.

INSTRUCTIONS: Working alone, study each of the cultural dimensions in the attached list. Then, on a scale of 1 - 10 indicate:

1. Where you feel the 'typical' EXPATRIATE POSITION is on each dimension.
2. Where you feel the 'typical' HOST NATIONAL position is on each dimension.
3. Where you feel YOUR POSITION is on each dimension.

1. Attitude toward man's basic nature:

1 = Basically good
10 = Basically evil

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| Expat | Host | Self |
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1= To be avoided at all costs.
10 = Inevitable and unavoidable, simply bear it.

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| Expat | Host | Self |
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2. Attitude toward life:

1 = Highly valued, to be spared at all costs.
10 = Individual is expendable, group is important.

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| Expat | Host | Self |
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5. Attitude toward problem-solving:

1 = Rational, logical, left brain.
10 = Instinctive, impulsive, right brain.

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3. Attitude toward death:

1 = Fate, predetermined, inevitable.
10 = Accidental, not determined.

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| Expat | Host | Self |
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6. Attitude towards work:

1 = Man's duty.
10 = God's providence.

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| Expat | Host | Self |
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4. Attitude toward suffering and pain:

1 = Hereditary, family, tradition.
10 = Earned by hard work, school, intelligence, merit.

7. Attitude toward status, position, rank:

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| Expatriate | Host | Self |
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8. Attitude toward animals:

1 = Has feelings the same as man.
 10 = No feelings, close to plants, objects.

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| Expatriate | Host | Self |
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9. Attitude toward control of one's environment:

1 = Fatalistic; uncontrollable, no control.
 10 = Self-determined; controllable, much control.

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| Expatriate | Host | Self |
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10. Attitude toward material objects:

1 = Highly valued.
 10 = Not of great importance.

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| Expatriate | Host | Self |
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11. Attitude toward science, technology

1 = Highly valued.
 10 = Not of great importance.

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12. Attitude toward time:

1 = Past and present time valued.
 10 = Present and future valued for planning.

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| Expatriate | Host | Self |
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13. Attitude toward achievement:

1 = Goal-oriented
 10 = People-oriented

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14. Attitude toward work:

1 = A means to an end.
 10 = Hard work is an end in itself.

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| Expatriate | Host | Self |
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15. Attitude toward manual work:

1 = Bad and for lower classes only.
 10 = Good for everyone.

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16. Attitude toward value of experience:

1 = We learn by our mistakes; they cannot be avoided.
 10 = Mistakes should be avoided at all costs.

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17. Attitude toward bringing about change:

1 = With some effort it is possible.
 10 = Impossible to bring about change.

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18. Attitude toward self vis-a-vis others:

1 = Privacy important.
 10 = People important.

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19. Attitude toward self vis-a-vis others:

1 = Independence valued.
 10 = Dependencies valued.

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20. Attitude toward the family:

1 = Outside relations are as important.
 10 = Strong loyalty, family is the most important.

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21. Attitude toward community cooperation:

1 = No interest, little involvement.
 10 = Much involvement.

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22. Attitude toward women:

1 = Inferior to men.
 10 = Equal to men.

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23. Attitude toward sex:

1 = Platonic relationships are possible.
 10 = No relationship without sex.

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24. Attitude toward relationships within sexes:

1 = Extremely warm, many close friendships.
 10 = Cold, close friendships uncommon.

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25. Attitude toward the underdog:

1 = Sympathy, empathy, take up the cause.
 10 = Scorn, disgust.

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26. Attitude toward authority:

1 = Resentment, rebellion.
 10 = Valued, respected, must be submitted to.

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27. Attitude toward meeting time:

1 = Informal clock, casual, flexible, little concern.
 10 = Great concern, strict, formal clock.

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28. Attitude toward inefficiency, red tape:

1 = Complete indifference it.
 10 = Cannot tolerate it.

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29. Style of communication:

1 = Polite, vague, indirect, flowery.
 10 = Direct, frank, open, straight to the point.

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30. Attitude toward strangers:

1 = Distrustful.
 10 = Trustful.

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31. Concern for status:

1 = Complete indifference.
 10 = Great concern.

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32. Attitude toward elders:

1 = Deference, honor, respect, reverence.
 10 = Disrespect, disregard, irreverence.

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33. Attitude towards discipline:

1 = Strict discipline must be kept by punishment.
 10 = Lax, permissive, own responsibility, encourage.

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34. Attitude toward black people:

1 = Considered on same social scale.
 10 = Considered inferior.

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35. Attitude toward white people:

1 = Considered the same.
 10 = Significantly different attitude toward them.

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36. Attitude toward marriage:

1 = Deep personal love in the relationship.
 10 = Little personal love.

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37. Attitude toward trust-worthiness and honesty:

1 = Highly valued.
 10 = Of little value.

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38. Attitude toward self-reliance:

1 = Extremely important.
 10 = Better to rely on others.

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39. Attitude toward goods:

1 = Can be gained by hard work.
 10 = Can only be gained at the expense of others.

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40. Attitude toward knowledge:

1 = Knowledge is unlimited and free for the learning.
 10 = Knowledge is limited, not free for the taking.

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41. Attitude toward personal happiness:

1 = It is the right of every human being.
 10 = It is a rare exception.

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42. Attitude toward being different:

1 = Individuality, uniqueness valued.
 10 = Togetherness, sameness as the group valued.

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43. Attitude toward creativity:

1 = Creativity, inspiration, entrepreneur valued.
 10 = Doing something new and different not valued.

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