

Cultural Values Debrief

This quick, and adapted, guide is based on the Cultural Values Debrief test found in the Cultural Values Profile feedback report or included at the end of Cultural Intelligence (CQ) Assessment feedback reports. This debrief is designed to help you effectively leverage your cultural value preferences with the overall objective of improving your intercultural effectiveness.

Cultural values apply to both global and domestic contexts. Global applications include overseas assignments, study abroad programs, global teams, etc. Domestic applications include diversity programs, multicultural teams, etc.

For this assessment, you should think about domestic diversity. Think of yourself in comparison to other people in similar roles in the region/state/district, or other people within the church/organization. Respond to the questions based on your church/team.

Culture is a shared pattern of beliefs, values, assumptions, and behaviors that distinguishes one group from another. Or more simply put, it's "the way we do things around here." Culture includes national and ethnic cultures, but it also includes cultures organized around one's profession, age group, gender, function, etc. We will focus on your church culture.

As you look at your individual cultural value preferences, remember that one cultural value (e.g., Individualist) isn't better or worse than the other (e.g., Collectivist). Instead, this is descriptive information. Knowing your cultural value preference is a form of self-awareness, and this is essential for developing CQ.

Cultural Values

1. Individualism vs. Community

Individualists emphasize individual goals and individual rights. Community emphasizes groups and inter-dependent relationships.



Individualist

Allow for autonomy. importance of rapid decision-making.



Community

VS

Dependent on group decisions. importance of long-term relationships.



Flat

forgo formalities, create ways to question or challenge authority



Top-down

VS

(follow chain of command carefully, do not question or challenge authority publicly).

2. Leadership Approach

Power Distance is the extent to which you prefer a more flat, egalitarian approach to leadership (Flat) versus a more top-down, hierarchical leadership style (Top-down).



Flexible

Avoid judgmental statements, invite them to be open to possibilities, open-minded



Strict

VS

Give explicit instructions. rely on formalized procedures and policies

3. Flexible vs. Strict

It's the extent to which you prefer to be flexible and adapt to changing circumstances (flexible) versus being firm and avoiding changes (strict)

4. Cooperative vs. Competitive

Cooperative vs Competitive is the extent to which you prefer to achieve results collaboratively (Cooperative) versus competitively (Competitive).



Cooperative

Establish relationship before task. Communicate to build relationship



Competitive

Focus on task first. Communicate to report info



Short-term

prioritize. Focus on present initiatives

VS



Long-term

invest for the future. Emphasis on long-term initiatives

5. Time orientation

Time Orientation is the extent to which you prefer to focus on immediate results (Short-Term Time Orientation) versus results that may come several years later (Long-Term Time Orientation).

6. Context (Direct vs. Indirect)

Context (Direct vs Indirect) is the extent to which you prefer communication that is explicit, direct, and clear (Low Context/ Direct) versus communication that is more indirect, emphasizes harmony, and saving face (High Context/Indirect).



Low Context Direct People

be direct and explicit. Focus on getting message across clearly

VS



High Context Indirect People

Recognize the importance of silence and reflection. Pay careful attention to tone and context



Non-expressive Neutral

Manage your emotional expressiveness and body language, and stick to the point in meetings and interactions

VS



Expressive Affective

Open up to people to demonstrate warmth and trust

7. Expressiveness (Neutral vs. Affective)

Expressiveness (Neutral vs Affective) is the extent to which you prefer to hide your emotions (Non-Expressive/Neutral) versus show them (Expressive/Affective).

Action steps:

- a. What did the cultural values reveal?
- b. How did exercise increase your awareness when you relate/serve/worship/work with others?
- c. These values don't mean you can't work with those who have different opinions from yours