# How I understand myself based on cultural orientations

Mark with an X or a dot **where you see yourself in relation to these orientations**. In the space under the line, write one or two examples of influences you think helped you move towards that orientation. For example, your background, family, education, type of work, organization, life experience, and so on.

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| **Individualism**  | *How do you see yourself in relation to others?* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_|\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Communitarianism**  |
| Value personal freedom, achievement, independence, self-reliant, standing out Text  Description automatically generatedCreated by Griffin Mullins from The Noun Project | Value consensus, group needs before individual needs, safety in the group, working as a team Text  Description automatically generatedCreated by Griffin Mullins from The Noun Project |
| **Universalism**  | *How do you define what is fair?* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_|\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Particularism**  |
| Value rules, obligations, fair means following rules 🡪 rules before relationships rulesCreated by Adrien Coquet from The Noun Project | Value relationships and these often dictate how rules are applied 🡪 relationships before rules relationshipsCreated by Davo Sime from The Noun Project |
| **Task (specific)**  | *How do you get things done? How far do you get involved?* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_|\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Relationship (diffuse)**  |
| Value separating work and personal life, work together even if not best friends, focus on the destination circle divisionCreated by Tresnatiq from The Noun Project | Value an overlap between work and personal life, relationships vital for achieving goals, focus on the journey circle divisionCreated by Tresnaqitfrom The Noun Project |
| **Achievement (egalitarian)**  | *How do you view status and hierarchy? Is it obtained or given?* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_|\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Ascription (hierarchy)**  |
| Value on people’s performance, not status, no matter who you are, you are what you have achieved equalsCreated by Kevin Markle from The Noun Project | Value status and place importance on power, title and a recognized position, roles define behaviourhierarchy Created by Neha Tyagi from The Noun Project  |
| **Affective**  | *How do you express and manage emotions?* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_|\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Neutral**  |
| Value free, spontaneous display of emotions in public and private, hiding emotions considered dishonest expressionCreated by Vectoriconset10from The Noun Project | Value controlled reactions, avoid revealing emotions too quickly, being neutral shows professionalism expressionCreated by Vectoriconset10from The Noun Project |
| **Sequential time (monochronic)**  | *How do you define and approach time?* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_|\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Synchronous time (polychronic)**  |
| Value punctuality, sticking to the plan, one thing or part of a project at a time, focus on the big picture PunctualCreated by Razmik Badalyan from The Noun Project | Value relationships, plans and commitments are flexible, working on many parts of a project at a time  multitaskingCreated by ProSymbols from The Noun Project |
| **Internal direction**  | *How do you relate to your environment?* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_|\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **External direction**  |
| Value being able to control nature or the environment to reach goals, focus on self, own group, “I master” points Created by Adrien Coquetfrom The Noun Project | Value and accept what one cannot control in nature or environment, “I accept what can't be changed” hopeCreated by Adrien Coquetfrom The Noun Project |
| **Low context**  | *How much do you rely on the context for communication?* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_|\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **High context**  |
| Value on explicit messages, clear descriptions, “say what you mean and say it clearly” DocumentCreated by Nareerat Jaikaewfrom The Noun Project | Value implicit aspects of communication, nonverbal cues, silences, “read between the lines”Paper Created by Verry Obitofrom The Noun Project |