



CULTURE CONNECTOR



Uses & Applications

□ Applications:

- Compare the individual profile with the profile of the counterpart **country(ies)** in order to identify differences and similarities
- Compare the individual profile with the counterpart profiles in a **Work Team** in order to identify differences and similarities
- Develop action plans to align personal styles with those of the counterparts in order to pursue common goals

□ Used for:

- Global Leaders
- Candidates for international assignments
- Expatriates
- Repatriates
- Real or virtual multicultural work teams
- Mergers and Acquisitions
- Exchange Students

Dimensions in the Culture Connector

- ❑ Autonomy & Empowerment / Hierarchical vs. Egalitarian
- ❑ Conflict Resolution Style / Direct vs. Indirect
- ❑ Use & Time Management / Strict vs. Flexible
- ❑ Teamwork Style / Individualism vs. Collectivism
- ❑ Project Development Style & Problem Solving Style / Intuitive vs. Rational
- ❑ Workspace Preference / Private vs. Public
- ❑ Attitude towards Change & Innovation / Status Quo vs. Creativity
- ❑ Motivation & Relationship / Task vs. Personal Relationships

Example Report

Comparison Individual - Country

Client and China

See your similarities and differences comparing with China in these 12 key areas.



Switch comparators



Profile in detail

All 1 big difference 10 differences 1 similarity

Directness



Differences in 12 key areas ?



Directness

Directness is about getting to the point with factual content or paying attention to style, timing, body language and it is about making proposals and giving feedback

Example Report

Country Differences & Information



Directness in Chinese culture

The aim of all constructive communication with Chinese partners must be to avoid situations in which they lose face within their group. The interpreters who are widely used in international negotiations are sometimes the fall guys: taking the blame for "inaccurately translating" messages which have caused embarrassment. This face-saving conclusion...



Responsibility in China

Individuals in China generally have very little room for initiative. Most questions will be resolved by group discussion and/or the decision of the senior person. Hard work is central to Chinese culture but workers generally wait to be told what to do. Failure and mistakes bring shame: a serious...



Topics

- Body language · 1
- Communication · 1
- Influencing · 5
- Leaders · 5
- Negotiation · 3
- Presentations · 2
- Customer service · 1
- Project management · 5
- Values and concepts · 1
- Bureaucracy and policy · 3
- Teams · 1
- Meetings · 5
- Working relationships · 1
- Time · 1
- Socialising · 1

Country
Info

Conflict in China

The Chinese are well-known for preferring harmony in relationships. But in fact they are realistic about conflict's inevitability and are active in minimising the negatives when conflict emerges. Through indirectness and vagueness they build on the positive aspects. Compromise will often be aimed at developing a long-term partnership, but compromise...



Fate in China

Individual Chinese people often have a fatalistic attitude to situations, preferring to act in harmony with events. But on group level there will be a stronger sense of mission. With the size and achievements of China, it is not surprising that the Chinese feel that their national destiny is to...



Key differences



Conflict



Resolve conflict

Avoid conflict

Exemple Report

Group Comparison

Group comparators:



Denmark



Example Group Report Analysis & Recommendations

Marcela Vallejo & Barbara Anna StClaire-Ostwald: Space

Private space

Public space



Personal information

Give away some **personal information**, especially on topics which you have in common with colleagues. ☆

Visibility and connection in work

Show that you welcome **spontaneous conversations** and meetings. ☆

Socialising

Use **spontaneous social situations** (dinners, parties, rounds of golf etc) for doing deals or other important business. ☆

Close collaboration and allowing distance

Increase the amount of time you spend in **close co-operation** with your colleagues. ☆

Doing things in order and going with the flow

Let your team **progress to new challenges** even while current challenges are unsolved; the solutions to later challenges may help solve earlier challenges. ☆

Leave the details to later. You may lose the interest of people who are wanting to open new discussions if you stay locked in one topic for a long time. ☆

Interruptions

Accept interruptions as evidence of interest and engagement in what you are saying. ☆

Schedules, plans and commitments

Accept some **changes of plan**. ☆

Marcela Vallejo & Barbara Anna StClaire-Ostwald: Use of time

Activities in sequence

Activities overlap

