

Cultural Orientations

Map your own cultural orientation by placing an X at the spot that most accurately reflects your values on each continuum below.

CONCEPT OF SELF	
Individualism	Collectivism
<ul style="list-style-type: none"> • I feel best when I'm responsible only for myself and my own work • Individual is the smallest unit • Personal fulfillment is the greatest good • Children are taught to stand on their own • Individual recognition • Identity person & individual • "If I am ok, my group is ok" 	<ul style="list-style-type: none"> • I feel best as part of a group or team and sharing responsibility for the work • Group (usually family) is the smallest unit • Group harmony is the greatest good • Children are taught to depend on others • Prefer team/group recognition • Identity function of group membership • "If my group is ok, I am ok"

TIME ORIENTATION	
Monochronic	Polychronic
<ul style="list-style-type: none"> • I like to be on time and expect the same of others • Time is limited commodity • Deadlines & schedules are sacred • Plans are not easily changed • People may be too busy to see you • People live by external clock 	<ul style="list-style-type: none"> • What is happening is more important than when it starts and ends • Time is bent to meet peoples' needs • Deadlines & schedules are easily changed • Plans are fluid • People always have time to see you • People live by internal clock

PRIORITIZING	
Task Focused	Relationship Focused
<ul style="list-style-type: none"> • I prefer to focus on getting the job done and become impatient with excessive socializing • Top priority: getting down to business • Emphasis on work to be done • Important info is related to the task • Success measured by tasks completed • Small-talk cursory limited 	<ul style="list-style-type: none"> • I prefer to focus on building relationships and work better with people when I get to know them • Top priority: building relationships • Emphasis on people to get work done • Important info is what supports people • Success measured by peoples' reactions • Small-talk more personal and essential

