

Which culture for which organization?

Part II: exploring cultural core values (Workshop 6)

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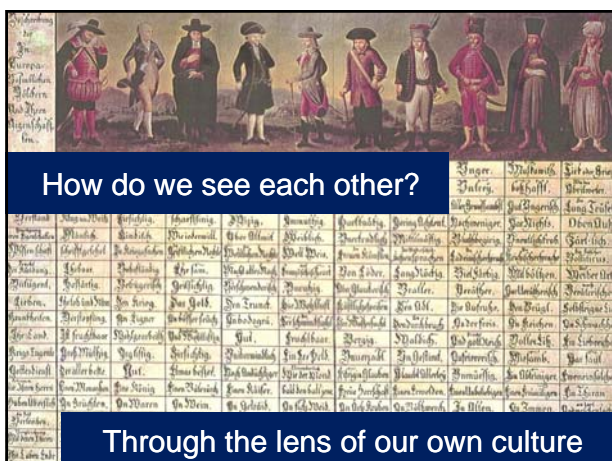
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Objectives of this module

In this workshop we will:

- ▶ Explore *the specific cultural core values* we have acquired as individuals in our life & in our profession, how we acquired these values
- ▶ Examine the influence and implications that values have for our behavior, particularly in our professional & organizational contexts.
- ▶ See how to use our multiple cultural identities to speak other “cultural languages” in work & life

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How do we see each other?

Through the lens of our own culture

As seen through different lenses...

Many Filipinos may say... Many Japanese may say...

- US Americans are always in a hurry
- US Americans aren't very friendly
- US Americans are too laid back
- US Americans are too friendly



Voices from the past...



Who is speaking?

What are they saying?



Discuss in your group

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Key events, people...



Difficult decisions...



Those you like & respect...



Kinds of people who bother you...

Discuss in your group

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Cultural Self-Discovery—Self




- Identify 2 or 3 values from your organizational or professional culture that you **personally hold**.
- Describe the value in a few words & give an example or two showing how you **speak or act** because of each value.
- Note a **negative judgment** that a person of a different culture might make, seeing you speak or act this way.

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Working with others...

- ▶ Which of your values influence you most?
- ▶ When do you feel most productive on a team, like you are contributing your best?
- ▶ When do you feel most ineffective, misunderstood, frustrated, or helpless
- ▶ In what type of situations are your preferred values & styles most useful?

Discuss in your group

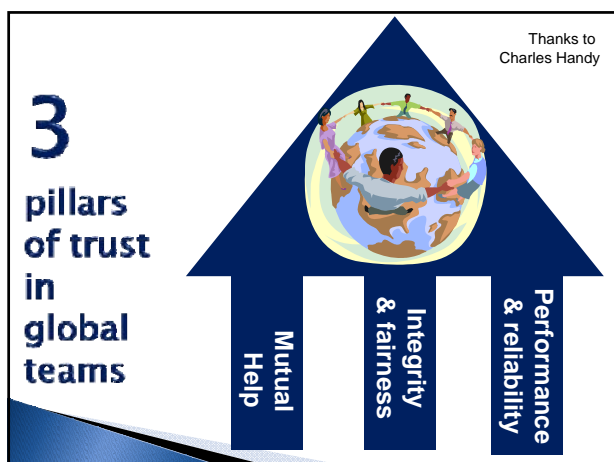


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Trust in a Fishbowl

- What signs do you look for in order to trust or not trust someone?
- What makes a person “look” trustworthy?
- What erodes trust, creates suspicion?
- What do you do to inspire others to trust you?
- Do you start a relationship from a position of trust distrust until a person proves trustworthy?











How would you describe your organizational culture's common way of giving feedback?

What image would you use?

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