

Appendices for Workshop in Cultural Understanding and Interpersonal & Intercultural Communication

APPENDIX I: Workshop Conceptual Framework and Examples of Conceptual Categories

Personal Values	Behavior Reflecting Values	Contrasting Behavior Observed in Other(s)	Value Interpretation of Other	Alternative Possibilities	Possible Other's Interpretation of Your Values
(Time) , Efficient, Productive Use of	Making and Keeping Schedules	Always late, seems to get little done	Doesn't value time, neither own or that of others.	1. Defines how to use time differently 2. Have other responsibilities.	1. Unrealistic 2. anti-social 3. Lack of respect for time constraints of others. 4. Wasting time worrying about time.
(Patient)	1. Not in a hurry 2. Calm and attentive 3. Knows how to listen 4. Perseverance	1. Always in a hurry 2. Nervous 3. Aggressive 4. Impatient	1. Impolite 2. Selfish 3. "Robot" 4. Disrespectful	1. Difference in Socialization or Cultural Orientation 2. "Time is money" goal orientated 3. Division of social from work time 4. Environment is time conscious	1. Not dependable in terms of getting a job done.
(Humor) , Enjoy & Appreciates in others	1. Quickly finds humor in social situations; 2. Uses humor tactfully, to ease social interaction. 3. Willingness to be the butt of other's humor.	1. Always appears to be serious/lacks humor. 2. Seems to have little tolerance for the humor of others.	1. "Tight" 2. Takes self too seriously 3. Lacks personality.	1. Just a different personality 2. Personality one that most issues should be approached with seriousness. 3. Difference in Socialization or Cultural Orientation	1. Jokes inappropriately. 2. Doesn't take job seriously. 3. A bad influence on the workplace atmosphere and on others in the workplace.

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(Flexibility), Easily changes direction if feels that the situation calls for it.	Analyzes situations & ready to make modification if situation seems to necessitate.	1. Seems slow to change position even when circumstances seem to demand. 2. Always follow the "book." 3. Wants everything standardized.	1.Rigid/Tight Personality	1. Accepting as a different personality, but without adjectives (i.e., rigid/tight). 3. Difference in Socialization or Cultural Orientation	1.Doesn't take job seriously 2. Flip-Flopper—Can't believe what this person says because may change from day to day.
(Self-Directed)	1. Doesn't need a lot of guidance 2. Comes up with ideas on one's own	Always or usually needs directions from others before taking action	1. Non-creative 2. Demanding	1.Results of training; 2.Cautious before proceeding with an activity. strict reading of job 3. Difference in Socialization or Cultural Orientation	1. Don't give directions 2. Bad supervisor
(Easy to work with)	1. Good listener 2. Considerate of others time, ideas, and situations	1. Dominates conversation 2. Wants everyone to adopt their methods/schedule	Domineering	Feels that this is what is being desired 3. Difference in Socialization or Cultural Orientation	1. Spend too much time processing, and thus does not meet deadlines or come up with product.
(Ambition, Optimism)	1. Hard working 2. Goal and task orientated 3. Striving to better one's condition	1. Acceptance of one's situation 2. Procrastination; laziness; have no goals	1. Fatalistic, pessimistic 2. Without purpose in life	1.Difference in Socialization or Cultural Orientation 2.Belief in limited resources 3.Religions restrictions 4.Social or caste system restraints	

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(Family Oriented)	<ol style="list-style-type: none"> Does not let work or anything else conflict with family obligations. Long Marriage to same person Frequent positive statements about family. Take pride in accomplishment of children. Care for elderly, sick, etc 	<ol style="list-style-type: none"> Of considerable age but never married. Voluntarily not having children. Make fun of, or disrespect other's family ties and responsibilities Multiple marriages, many children Children with multiples spouses without children 	<ol style="list-style-type: none"> Selfish, egotistical Socially Irresponsible Immature Unstable Immoral 	<ol style="list-style-type: none"> Difference in Socialization or Cultural Orientation Circumstantial or Situational, 	<ol style="list-style-type: none"> Too often let family matters get in the way of work or other social responsibilities.
(Respect for social hierarchies)	<ol style="list-style-type: none"> Show of humility to others Proper protocol in all relations Responsible in fulfilling role dictate duties 	<ol style="list-style-type: none"> Questioning of protocol and other respectful behavior Rude, disrespectful, without honor Critical of others 	<ol style="list-style-type: none"> Disrespect of elders, leaders Irresponsible Egotistical, self-centered 	<ol style="list-style-type: none"> 3. Difference in Socialization or Cultural Orientation Equality in social relations Each man provides for himself Social mobility 	
(Right to privacy)	<ol style="list-style-type: none"> Spending time alone, individual activities Respect for others "space" and need for privacy 	<ol style="list-style-type: none"> Exclusively occupied in activities, communal living, constant visitors 	<ol style="list-style-type: none"> Lack of independence Pushiness, demanding, nosy, rude Parasitic 	<ol style="list-style-type: none"> Difference in Socialization or Cultural Orientation Historically group Survival requires group activities Socially concerned; hospitable 	

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(Personal ownership of material goods)	<ol style="list-style-type: none"> 1. Acquisition of goods 2. Preoccupation with maintenance of goods 3. Possessiveness 4. Prestige and status judged by quality of goods 	<ol style="list-style-type: none"> 1. Lack of goods 2. Lack of desire to obtain goods 3. Not motivated to maintain goods 4. Openness to sharing goods 	<ol style="list-style-type: none"> 1. Lack of respect for belongings of others 2. Dishonest 3. Takes advantage of others 	<ol style="list-style-type: none"> 1. 3. Difference in Socialization or Cultural Orientation Communal property 2. Prestige and status through joint endeavors or based on wisdom, age, etc. 3. Social relationship and skills more important than quantity of goods 	
(Patriotism)	<ol style="list-style-type: none"> 1. Participates in politics; is aware of issues in confronting their community 2. Pride in country's achievements; pride in identification as a citizen 	<ol style="list-style-type: none"> 1. Allegiance and identification with tribe, cult, or family 2. Politically apathetic 	<ol style="list-style-type: none"> 1. Tribalism 2. Religion fanatics 3. Provincial (unaware of global politics) 4. Backwards (live in past) 	<ol style="list-style-type: none"> 1. 3. Difference in Socialization or Cultural Orientation Pride in history, traditions, language, etc. 2. Political restraints on participation 3. Isolation due to historical, economic, social, and political conditions 4. Nationhood a new concept 	

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(Hospitality)	<ol style="list-style-type: none"> 1. Warms welcome to all 2. Stays are limited 3. No personal gain expected 	<ol style="list-style-type: none"> 1. Unreceptive, "closed doo" 2. Looking for personal gain 3. Hypocritical behavior 	<ol style="list-style-type: none"> 1. Egotistical, self centered 2. Cold 3. Individualistic 	<ol style="list-style-type: none"> 1. Socio-economic restraints 2. Intimate relations important, and limited 3. Individual choice of friends 4. 3. Difference in Socialization or Cultural Orientation 	
(Discretion)	<ol style="list-style-type: none"> 1. Sobriety in gestures and words used 2. Reserved 	<ol style="list-style-type: none"> 1. Acting without thinking of others 2. Desirous of self-expression 	<ol style="list-style-type: none"> 1. Egotistical, selfish 2. Indifference 3. Hard-boiled; lack of feelings 	<ol style="list-style-type: none"> 1. Expression of feelings; honesty 2. Curiosity 3. Initiative 4. Individualism 5. 3. Difference in Socialization or Cultural Orientation 	
(Accessible)	<ol style="list-style-type: none"> 1. Spontaneous, flexible, open 2. Willing to "be there" for others 	Fixed or rigid behavior and ideas	<ol style="list-style-type: none"> 1. Egotistical, selfish 2. Conformist 3. Not helpful to others 	<ol style="list-style-type: none"> 1. Personal and social constraints 2. Privacy-staying out of other's problems 3. 3. Difference in Socialization or Cultural Orientation 	

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(Love of milieu)	<ol style="list-style-type: none"> 1. Nostalgia 2. Patriotism 3. Identification with "home" 	Change of milieu and activities often	<ol style="list-style-type: none"> 1. Without sense of history, tradition 2. Adventuristic 	<ol style="list-style-type: none"> 1. Desire to learn; improve one's condition 2. Adventure; individualism taking a challenge 3. 3. Difference in Socialization or Cultural Orientation 	

APPENDIX 2: Worksheet for Generating New Examples of Workshop Conceptual Categories

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