
Premodule Preparation

Activity 9-1: Cultural Diversity: An Initial Exploration

Objectives:

- a. To explore the individual's cultural profile.
- b. To increase the individual's awareness of cultural diversity.
- c. To explore issues associated with the management of diversity.

Task 1:

We all feel that in some way we are different from others. The worksheet for Activity 9-1 asks you to explore the differences. Use the worksheet to take notes.
(Time: 10 minutes for individuals to think about their experience and jot down notes)

Task 2:

Each participant shares these thoughts with a small group. After each has done so, discuss the common elements that seem to emerge. Have a spokesperson make a list.

Task 3:

Spokesperson reports findings to the class.

Source: Adapted and modified from L. Gardenswartz and A. Gowe, *Managing Diversity*, (Burr Ridge, IL: Richard D. Irwin, 1993).

Worksheet for Activity 9-1

The following list identifies different dimensions of culture. Write down some notes about cultural differences you have encountered in each of the dimensions listed.

Dimensions of Culture

Examples of Ways in Which You Are Different from Others.

1. Communication and language

- Language/dialect
- Gestures/expressions/tones
-

2. Dress and appearance

- Clothing
- Hair
- Grooming
-

3. Values

- Privacy
- Respect
-
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4. Beliefs

- Social order/authority
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5. Sense of self and space

- Distance
- Touch
- Formal/informal
- Open/closed
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6. Time and time consciousness

- Promptness
- Pace
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7. Work ethics

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