

Style Differences Between Cultures

Aspects of Culture	Mainstream American Culture	Different Cultures
Communication and Language	<p>Explicit, direct communication</p> <p>Emphasis on content -- meaning found in words</p>	<p>Implicit, indirect communication</p> <p>Emphasis on context -- meaning found around words</p>
Food and Eating Habits	<p>Eating as a necessity -- fast food</p>	<p>Dining as a social experience</p> <p>Religious rules</p>
Relationships, Family, Friends	<p>Focus on nuclear family</p> <p>Responsibility for self</p> <p>Value on youth, age seen as handicap</p>	<p>Focus on extended family</p> <p>Loyalty and responsibility to family</p> <p>Age given status and respect</p>
Values and Norms	<p>Individual orientation</p> <p>Independence</p> <p>Preference for direct confrontation of conflict</p>	<p>Group orientation</p> <p>Conformity</p> <p>Preference for harmony</p>

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Aspects of Culture	Mainstream American Culture	Other Cultures
Beliefs and Attitudes	<p>Egalitarian</p> <p>Challenging of authority</p> <p>Individuals control their destiny</p> <p>Gender equity</p>	<p>Hierarchical</p> <p>Respect for authority and social order</p> <p>Individuals accept their destiny</p> <p>Different roles for men and women</p>
Mental Processes and Learning Style	<p>Linear, logical, sequential</p> <p>Problem-solving focus</p>	<p>Lateral, holistic, simultaneous</p> <p>Accepting of life's difficulties</p>
Work Habits and Practices	<p>Emphasis on task</p> <p>Reward based on individual achievement</p> <p>Work has intrinsic value</p>	<p>Emphasis on relationships</p> <p>Rewards based on seniority, relationships</p> <p>Work is a necessity of life</p>

adapted from Gardenschwartz &
Rowe's *Managing Diversity*