

**Cultural Orientations
Questionnaire**

Complete this questionnaire giving two answers for each question: CIRCLE the one you think applies to the majority of people from YOUR home culture. What would the typical person from your home culture say? Then put a triangle around the rating that best represents YOUR own orientation (which may or may not be the same as for the majority in your home culture).

ENVIRONMENT: Control, constraint or harmony

7	6	5	4	3	2	1
People can dominate the environment; it can be changed to fit human needs.		People should live in harmony with the world around them.			People are constrained by the world around them. Fate, luck and chance play a significant role.	

TIME: A. Rigid or fluid

Punctuality is important. A start time for an appointment or event should be taken literally and seriously.	7	6	5	4	3	2	1	Being punctual isn't a high priority. Events and appointments are not expected to start at the time stated.
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TIME: B. Past, present or future orientation

7	6	5	4	3	2	1
Being labeled "traditional" is positive. Following the family traditions is valued.		People are always looking for quick results and a quick fix.		People are willing to trade short-term gain for long-term results.		

ACTION: A. Doing or being

Accomplishing a goal or achieving a result is important. Productivity is highly valued.	7	6	5	4	3	2	1	The process and experience are more important than a specific accomplishment or product. Relationships are highly valued.
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ACTION: B. single-minded, down-to-business or multi-tasking, socially-focused

People tend to concentration on one task at a time. People generally live very scheduled lives and stick to their schedules if they can.	7	6	5	4	3	2	1	People tend to concentrate on a lot of tasks at once. People are more concerned about relationships than deadlines.
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COMMUNICATION: A. Low context or high context

People should be clear in exchanging facts and information.	7	6	5	4	3	2	1	People shouldn't have to discuss everything explicitly. A lot of information is understood from the context.
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COMMUNICATION: B. Direct or indirect

People prefer explicit one or two-way communication, including identification, diagnosis and management of conflict.	7	6	5	4	3	2	1	People prefer implicit, intuitive communication and avoid conflict.
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**Cultural Orientations
Questionnaire (cont.)**

COMMUNICATION: C. Instrumental or expressive

People value an unemotional, impersonal communication styles with a high degree of objectivity. 7 6 5 4 3 2 1

People value emotional, personal communication styles with a high degree of subjectivity.

COMMUNICATION: D. Formal or informal

It is important to follow protocol and social customs. 7 6 5 4 3 2 1

One can easily dispense with ceremony and rigid protocol.

SPACE: A. Private or public

People value their personal space and prefer a bit of distance between themselves and others. 7 6 5 4 3 2 1

People have less attachment to personal space and prefer close proximity to others.

SPACE: B. Hierarchical or egalitarian

People value the status differences between individuals or groups 7 6 5 4 3 2 1

People value minimizing differences in levels of power or status.

INDIVIDUALISM: A. Individualistic or collectivistic

The "I" predominates over the "we." Independence is highly valued. 7 6 5 4 3 2 1

The individual interests are subordinate to group interests. Identity is based on the social network and loyalty is highly valued.

B. Universalistic or particularistic

What is true, correct and appropriate can be identified and applied to everyone. Societal obligations are important. 7 6 5 4 3 2 1

It is important to consider changing circumstances and personal situations.

COMPETITIVENESS: competitive or cooperative

People value achievement, assertiveness and material success. 7 6 5 4 3 2 1

People value quality of life, interdependence and relationships.

STRUCTURE: order or flexibility

People value predictability and rules. 7 6 5 4 3 2 1

People are tolerant of unpredictability and ambiguity.

THINKING: A. Deductive or inductive

People value reasoning based on theory and logic. 7 6 5 4 3 2 1

People value reasoning based on experience and experimentation.

THINKING: B. Linear or systematic

People tend to think analytically and break problems into small components. 7 6 5 4 3 2 1

People tend to think holistically and focus on the big picture and the interrelationships between components.