

# Post-Arrival Orientation Leader Guide

## Activity

### Comparing and Understanding Values: “Comparing Values” Statements and Explanations

#### “Comparing Values” Statements

##### 1. Individualism vs. Collectivism

- a) **Doing what benefits me is important.** (*Individualism: people tend to have an independent view of themselves, see themselves as separate from others, define themselves based on their personal traits etc.*)
- b) **Doing what benefits others is important.** (*Collectivism: people tend to have an interdependent view of themselves, see themselves as connected to others, define themselves in terms of relationships with others, have/maintain social obligations etc.*)
  
- a) **Doing things quickly, but not perfectly, is important.** (*Individualism: cultures tend to focus on achievement and time management*)
- b) **Doing things slowly, so they are perfect, is important.** (*Collectivism: cultures tend to focus on social relationships, quality instead of quantity, and doing things in a traditional way/to a certain standard*)

##### 2. Monochronic time vs. Polychronic time

- a) **Planning in advance is important.** (*Monochronic: cultures tend to view time as a controllable commodity and emphasize time management, scheduling etc.*)
- b) **Being spontaneous is important.** (*Polychronic: cultures tend to view time as natural/cyclical and emphasize relationships instead of tasks.*)

##### 3. Indirect communication vs. Direct communication

- a) **Being polite is important.** (*Indirect: communicators tend to use nonverbal behaviors and understated/implied speech because the goal of communication is to maintain harmony and avoid tension.*)
- b) **Telling the truth is important.** (*Direct: communicators tend to say what they think because the goal of communication is to convey the message clearly.*)

##### 4. Collectivism vs. Individualism

- a) **Borrowing without permission is important.** (*Collectivism: cultures tend to emphasize sharing and group ownership.*)
- b) **Asking before borrowing is important.** (*Individualism: cultures tend to emphasize individual usage and private ownership.*)
  
- a) **Cooperation is important.** (*Collectivism: cultures tend to emphasize teamwork and success of the group.*)
- b) **Competition is important.** (*Individualism: cultures tend to emphasize working independently and individual achievement.*)

##### 5. Individualism vs. Collectivism

- a) **Spending time with people who are different from me is important.** (*Individualism: tend to see themselves as separate from others, define themselves based on their personal traits, and view relationships/friendships and voluntary and variable.*)

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- b) **Spending time with people who are similar to me is important.** (*Collectivism: tend to see themselves as connected to others, define themselves in terms of relationships with others, and view relationships/friendships as obligations and fixed/permanent.*)
6. **Task-oriented vs. Relationship-oriented**
- a) **School is a place to study and learn.** (*Task-oriented: cultures tend to emphasize achieving goals and responsibilities independently.*)
  - b) **School is a place to socialize and make friends.** (*Relationship-oriented: cultures tend to emphasize establishing and maintaining human relationships.*)
7. **Emotive vs. Reflective**
- a) **Showing emotion is important.** (*Emotive: people tend to speak quickly and share their feelings/personal views openly.*)
  - b) **Not showing emotion is important.** (*Reflective: people tend to speak slowly and hide their feelings/personal views.*)
8. **Direct communication vs. Indirect communication**
- a) **Communicating with words is important.** (*Direct: people tend to express their needs, desires and true intentions.*)
  - b) **Communicating with body language is important.** (*Indirect: people tend to hide/repress their needs, desires and true intentions.*)
9. **Contact vs. Non-contact**
- a) **Physical contact makes me comfortable.** (*Contact: cultures tend to stand close together and touch frequently when they interact together.*)
  - b) **Physical contact makes me uncomfortable.** (*Non-contact: cultures tend to maintain more personal space and touch infrequently when they interact.*)
10. **Egalitarian vs. Hierarchal**
- a) **Direct eye contact is comfortable.** (*Egalitarian: cultures tend to view all members as equal, and everyone is expected to show respect and concern for everyone else.*)
  - b) **Direct eye contact is uncomfortable.** (*Hierarchal: cultures tend to have a clear social order, and lower status members are expected to be modest, respectful and have self-control.*)