

Overview:

This lesson plan will challenge participants to recognize how individualist and collectivist worldviews affect decision making and behaviors. They will be presented with a scenario where, based on their own worldview, they must decide how they will divide a monetary reward for a team project.

Background and Information:

This activity was originally created by Craig Storti and published in *Figuring Foreigners Out: A Practical Guide* (see citation below). However, a similar activity (called Sharing the Rewards) was created for the Peace Corps Cross-Cultural Workbook, which is linked on the following page.

Objectives:

As a result of this activity, participants will be able to:

1. Develop a world view that includes the outcomes of individualist versus communalist cultures.
2. Reflect deeply about the ways in which these world views affect cultural behaviors.

Time:

45 minutes

Group Size:

Small group

Materials:

Handout/projection of activity ([Links](#) or [Downloads](#)) and note-taking materials.

Intercultural Development Continuum Stages:

- Minimization
- Acceptance

AAC&U Intercultural Knowledge and Competence Goals:

Cultural Self-Awareness:

- To articulate insights into own cultural rules and biases (e.g., seeking complexity; aware of how their experiences have shaped these rules, and how to recognize and respond to cultural biases, resulting in a shift in self-description).

Openness:

- To initiate and develop interactions with culturally different others.
- To suspend judgment in valuing interactions with culturally different others.

Knowledge of Cultural Worldview Frameworks:

- To demonstrate sophisticated understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs & practices.

Other Skills:

Teamwork, Mentorship & Leadership

Links to Activity Instructions:

- [Sharing the Rewards activity from the Peace Corps Cross-Cultural Workbook \(p. 30\)](#)

Related Tools:

Similar tools:

- [Alpha-beta Partnership](#)
- [Individualist-Collectivist Quiz](#)
- [Power of Leadership](#)
- [Randomia](#)