

## Introduction:

The purpose of this activity is to reflect on how your understanding of your own and other cultures impacts your workplace environment and multi-cultural teamwork efforts. You will first work individually to complete a pre-test survey, in addition to another questionnaire that serves as the basis for this activity. Then, with a partner, you will share and discuss your answers and identify the major themes and highlights from your conversation using Hofstede's five cultural dimensions as a guide.

## Activity Instructions:

1. Complete the ASKS 2+ questionnaire in Qualtrics as a pre-test.
2. Individually, complete the Cultural Dimensions Survey for (COVID-19) Teams. You can either use the highlight tool in Adobe Reader, or you can print the survey and circle your answers with a pen or pencil.
3. Discuss your answers with your assigned partner over a video conferencing program (WebEx, Zoom, or Skype). You should record yourselves through the platform and also take notes on the major themes or highlights from the conversation.
4. You and your partner should share your answers to the survey with each other. As you are sharing, you might discuss the similarities and differences between your answers, as well as why you answered questions in particular ways.
5. Together with your partner, watch the recorded footage of your conversation and take notes on the major themes or highlights. Pick out specific examples from your discussion to illustrate those themes. Use Hofstede's five cultural dimensions (listed below) as a guide for organizing your findings:
  - Power Distance
  - Uncertainty Avoidance
  - Individualism vs. Collectivism
  - Masculinity vs. Femininity
  - Long Term vs. Short Term Orientation
6. Then, use the Thiagi Debrief method to reflect on your conversation and findings:
  - How did you feel as you were sharing and discussing your answers? What about as you were identifying themes and organizing your findings?
  - What were some of your primary findings/topics of discussion?
  - What did you learn about yourself and your partner as a result of this process?
  - How is this activity relevant to professional teams during the COVID-19 pandemic?
  - What if your responses to the survey questions were different? How might that have affected your conversation?
  - How will you apply what you've learned from this activity to your teamwork practices during the pandemic?

7. Finally, you should individually take the ASKS 2+ questionnaire again as a post-test to see if your perceptions have changed as a result of this activity.