

Introduction:

The purpose of this activity is for participants to reflect on how their understanding of their own and other cultures impacts their workplace environment and multi-cultural teamwork efforts. Participants 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, participants will share and discuss their answers and identify the major themes and highlights from their conversation using Hofstede's five cultural dimensions as a guide.

Facilitator Notes:

The Participant Instructions and lesson plan are an example of one context in which this survey has been used. It can be implemented within (and adjusted for) a variety of situations. This specific activity applies to an aviation program during the pandemic.

The Cultural Dimensions Survey for (COVID-19) Teams assessment measures cultural dimensions in a teamwork setting and within a pandemic context.

Objectives:

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

1. Evaluate their cultural self-awareness, knowledge of worldview frameworks, empathy, openness, communication, and curiosity.
2. Express and discuss their views that impact teamwork within the context of Hofstede's cultural dimensions.
3. Recognize and articulate cultural differences and similarities in views and approaches in teaming contexts.

Time:

1 hour and 30 minutes.

Group Size:

Pairs.

Materials:

Participant Instructions and Cultural Dimensions Survey for COVID-19 Teams (both in [Downloads](#)).

Intercultural Development Continuum Stages:

- Denial
- Polarization
- 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).

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.

Activity Instructions:

1. Disseminate the Participant Instructions (in [Downloads](#)) and instruct participants to follow the Activity Instructions.