



You are generally wary of people outside your ethnic group, including anyone from another country. But you are also hospitable and determined to show respect to visitors. In your book, showing respect means **smiling and nodding** to demonstrate that you are paying attention, no matter what is said, and by **avoiding direct eye contact**.

You appreciate social formalities and hierarchies and demonstrate this by **using long, elegant expressions** (e.g., "If you would have the generosity of letting me humbly impose upon you to tell you. . .") and by **addressing people by their titles** (the more titles, the better, e.g., Doctor Mrs. Professor X). Especially when introducing yourselves, you always use titles and include family relations ("I am ____, ____ of ____, daughter of ____").

You prefer **circular and indirect communication** because it allows time for building relationships and can help save face. How would you possibly discuss details of projects or business without knowing who is in front of you, what kind of family and community they come from, and why they deserve to be trusted? You can get this information by **talking about your own family and community, your daily activities, etc.**, and leaving space for them to tell you about themselves. **Explicit and direct questions are unnecessary and sometimes simply rude. You tend to also avoid answering direct questions.**

You are averse to uncertainty and risk, and when it comes to beans, you have vast, time-proven knowledge that helps you avoid these. You know the varieties, the ideal soil and weather conditions, the best ways of planting, nurturing, and harvesting, etc. **Recent harvests have been challenging due to climate- and soil-related issues.** You are proud of how you manage to grow beans despite the challenges and would be happy to show your field to people you trust.

Finally, you value collectivism along ethnic lines. Your group of bean experts shares the same ethnicity. This means that you don't want to stand out individually to these visitors; in fact, to ensure the good of the group and to present a united front, **you may need to discuss some things away from their presence.**

Your goal in this meeting is to treat these visitors respectfully while determining if you can trust them enough to work with them on a bean project.

Debrief



1. How did it feel to play your role?
2. Wangoan Bean Experts: What was your goal? Was it achieved? What kinds of cultural differences did you notice in your discussion with the MWU Bean Experts?
3. MWU Bean Experts: What was your goal? Was it achieved? What kinds of cultural differences did you notice in your discussion with the Wangoan Bean Experts?
4. Observers: What was your goal? What did you observe? Is there anything else you would like to add?
5. What are some deeper values behind the behaviors you played or experienced? If you are familiar with concepts for these, feel free to share.
6. How do you feel about the way the different groups were depicted in this exercise? Why?
7. What are "real world" implications of this exercise?
8. What are some practices or strategies that might help avoid the kind of situation that was demonstrated here?
9. **Optional**: Consider how Intensity Factors impact both groups as they interact for the first time. What might the Wangoan Bean Experts experience? The MWU Bean Experts?
10. Do beans have culture?