

ACTIVITY 13.5 | Cultural-Awareness Questionnaire

Directions: Please respond to each of the questions below with a check in the appropriate column.

	Yes	No
1. I know that different cultural values and behaviors may influence my perceptions of a person's competence, confidence, and social graces.		
2. I have ways of being less direct in asking questions of someone from Mexico or the Middle East in order to get information and help the interviewee feel at ease.		
3. In cultures where the group is more important than the individual, I have ways to gain information about a person's performance by focusing on group goals and the individual's part in them.		
4. Regarding introductions, I appropriately use first names and surnames.		
5. I understand that not making eye contact is often a way of showing respect, not a lack of assertiveness.		
6. I realize the inclination to use either a sturdy or a soft handshake, depending on the culture.		
7. I understand that vagueness or indirectness in answering a question is often culturally correct.		
8. I conduct the interview formally because the informality of American culture can be intimidating for an interviewee whose comfort comes partially from a hierarchical structure.		
9. I am conscious of the fact that standing very close to someone is appropriate in Middle Eastern culture.		
10. I realize that the loudness or softness with which people talk is often cultural.		

The more yes answers you have, the more culturally aware you are. If any of the cultural behaviors embedded in these 10 questions surprised you, start paying attention to them as you see them in the work arena. Look at your no answers. Have you ever come across these behaviors? If so, can you remember your responses or reactions? In order not to have any of these behaviors impede your selection of new personnel, look at how some of them might be your own cultural barriers. Then respond to the questions on Overcoming Cultural Barriers in Interviewing.

Overcoming Cultural Barriers in Interviewing

1. Which of these behaviors are most troublesome for you?

2. How do you interpret these behaviors? What is the reason they are problematic?

3. What are you willing to do, or how are you willing to see things differently, in order to make sure this behavior does not negatively impact the interviewing you do?
