

ACTIVITY 8.4 | Cross-Cultural Team-Building Scale

Directions: All human beings have values preferences that significantly impact workgroup cohesion. To see your values profile, mark an X along the continuum for each item and then connect the Xs. The benefit of this exercise to your team is that you will see, graphically, where the similarities and differences are. From there, the next step is to discuss how you make your individual differences a collective advantage.

Value Change	Value Tradition
Direct, specific communicator	Indirect, less specific communicator
Analytical, linear problem-solving	Intuitive, lateral problem-solving
Emphasis on individual performance	Emphasis on group performance
Communication primarily verbal	Communication primarily nonverbal
Emphasis on task and product	Emphasis on relationship and process
Preference for openly surfacing differences	Focus is on harmony
Preference for horizontal organization	Preference for vertical organization
Likes informal tone	Likes formal tone
Driven by competition	Driven by collaboration
Strict adherence to time	Flexible adherence to time