

CROSS CULTURAL VALUES CHART

 Autonomy	Community 
(identity/power/responsibility)	
My identity comes from my individual characteristics.	My identity comes from membership in a group (family, tribe, or community).
I believe that, for the most part, my choices determine my destiny.	My destiny is most often the result of my circumstances and background.
I'm responsible for my own failures.	Circumstances and destiny are often responsible for failure.
I value my independence.	I value the interdependence and dependence in my group/community/tribe.
I am responsible for my own decisions and how they impact me.	Making decisions is best done in my family/community/tribe, benefitting all.
I believe that I have distinctive and unique qualities.	Harmony and fitting in with others are most important.
My relationships evolve based on my location, job, and circumstances.	My relationships are stable; most come from family/tribe/community.



 Crisis	Non-Crisis 
(planning)	
I anticipate potential problems (tend to be pessimistic).	I tend to discount potential problems (tend to be optimistic).
I rely on research and expert advice.	I'm a bit suspicious of "experts".
I am motivated to get clarity and, so, make prompt decisions.	I have a high tolerance for ambiguity, so I tend to delay decisions.
I stick to the plan when the crisis hits.	I improvise when a crisis hits.



 Concealment	(communication)	Vulnerability 
I hold back until I can trust.		I trust quickly and share openly.
One needs to protect one's image and maintain a proper public face.		My self-image is resilient and my private and public faces are congruent.
I'm a bit reluctant to try things I'm not sure I'll be successful at.		I like to challenge myself and to try things I might fail at.
Avoiding shame and error is important; I don't tend to expose my own and other's mistakes.		I just admit it when I'm wrong, there's no shame in that; my own and other's mistakes are an opportunity to learn.
It's better not to criticize or disagree openly.		Disagreement and constructive criticism are good things for a team.



 Status	(organizational arrangements)	Equality 
I think life is a non-level playing field.		I think life is a fairly level playing field.
My identity comes from my family/birth/social status/ role.		My identity comes from what I've made of my life: my achievements.
Learning is best guided by a mentor.		The best learning is self-discovery.
Don't openly challenge your leader; subordinates should follow instructions.		Leaders can, and sometimes should, be challenged; subordinates should take initiative.
It is important to give respect regardless of performance or character.		Respect is determined by accomplishments, successes, and character.
I will sacrifice for higher rank.		I will sacrifice for greater achievement.
I hold and use the authority given to me by my role to care for those that are weaker or subordinate.		I share power with those under me and expect them to take responsibility for themselves.
Men and women are treated differently.		Women and men are equal.



 Task	(purpose)	Relationship 
I find satisfaction in attaining goals.		I find satisfaction in interaction.
Task or business first.		Relationship first.
I pursue friends with similar goals.		I pursue friends who value connection.
I will sacrifice for a project/goal.		I will sacrifice for people/interaction.
It's all about what you do or accomplish with what you are given.		It's all about who you are in relation to others.
I make connections with new people quickly but not always deeply.		I make connections with new people slowly, but I go deep.
I value external, measurable rewards.		I value inward and relational rewards.



 Direct	(communication)	Indirect 
What is said is what is important.		How the message is said is important.
I am frank and straightforward.		I am discreet and diplomatic.
I tend to confront difficult issues directly.		I tend to avoid contention and difficult issues.
I express concerns frankly.		I express concerns tactfully.
There is no need to interpret my non-verbals; I'll say what I mean.		It's important to listen with all your senses for the hidden meanings behind words.



The Cultural Values Chart draws from many sources, most notably Sherwood G. Lingenfelter and Marvin K. Mayers in *Ministering Cross-Culturally: An Incarnational Model for Personal Relationships* (Grand Rapids: Baker Academic, 2007).

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