



## CROSS CULTURAL VALUES CHART

Autonomy	<i>identity/power/responsibility</i>	Community
<ul style="list-style-type: none"> <li>• My identity comes from my individual characteristics.</li> <li>• I believe that, for the most part, my choices determine my destiny.</li> <li>• I'm responsible for my own failures.</li> <li>• I value my independence.</li> <li>• I am responsible for my own decisions and how they impact me.</li> <li>• I believe that I have distinctive and unique qualities.</li> <li>• My relationships evolve based on my location, job, and circumstances.</li> </ul>		<ul style="list-style-type: none"> <li>• My identity comes from membership in a group (family, tribe, or community).</li> <li>• My destiny is most often the result of my circumstances and background.</li> <li>• Circumstances and destiny are often responsible for failure.</li> <li>• I value the interdependence and dependence in my group/community/tribe.</li> <li>• Making decisions is best done in my family/community/tribe, benefitting all.</li> <li>• Harmony and fitting in with others are most important.</li> <li>• My relationships are stable; most come from family/tribe/community.</li> </ul>

Crisis	<i>planning</i>	Non-Crisis
<ul style="list-style-type: none"> <li>• I anticipate potential problems (tend to be pessimistic).</li> <li>• I rely on research and expert advice.</li> <li>• I am motivated to get clarity and, so, make prompt decisions.</li> <li>• I stick to the plan when the crisis hits.</li> </ul>		<ul style="list-style-type: none"> <li>• I tend to discount potential problems (tend to be optimistic).</li> <li>• I'm a bit suspicious of "experts".</li> <li>• I have a high tolerance for ambiguity, so I tend to delay decisions.</li> <li>• I improvise when a crisis hits.</li> </ul>



Status

*organizational arrangements*

Equality

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| <ul style="list-style-type: none"> <li>• I think life is a non-level playing field</li> <li>• My identity comes from my family/birth/social status/role.</li> <li>• Learning is best guided by a mentor.</li> <li>• Don't openly challenge your leader: subordinates should follow instructions.</li> <li>• It is important to give respect regardless of performance or character.</li> <li>• I will sacrifice for higher rank.</li> <li>• I hold and use the authority given to me by my role to care for those that are weaker or subordinate.</li> <li>• Men and women are treated differently.</li> </ul> | <ul style="list-style-type: none"> <li>• I think life is a fairly level playing field.</li> <li>• My identity comes from what I've made of my life: my achievements</li> <li>• The best learning is self-discovery.</li> <li>• Leaders can, and sometimes should, be challenged; subordinates should take initiative.</li> <li>• Respect is determined by accomplishments, successes, and character.</li> <li>• I will sacrifice for greater achievement.</li> <li>• I share power with those under me and expect them to take responsibility for themselves.</li> <li>• Women and men are equal.</li> </ul> |
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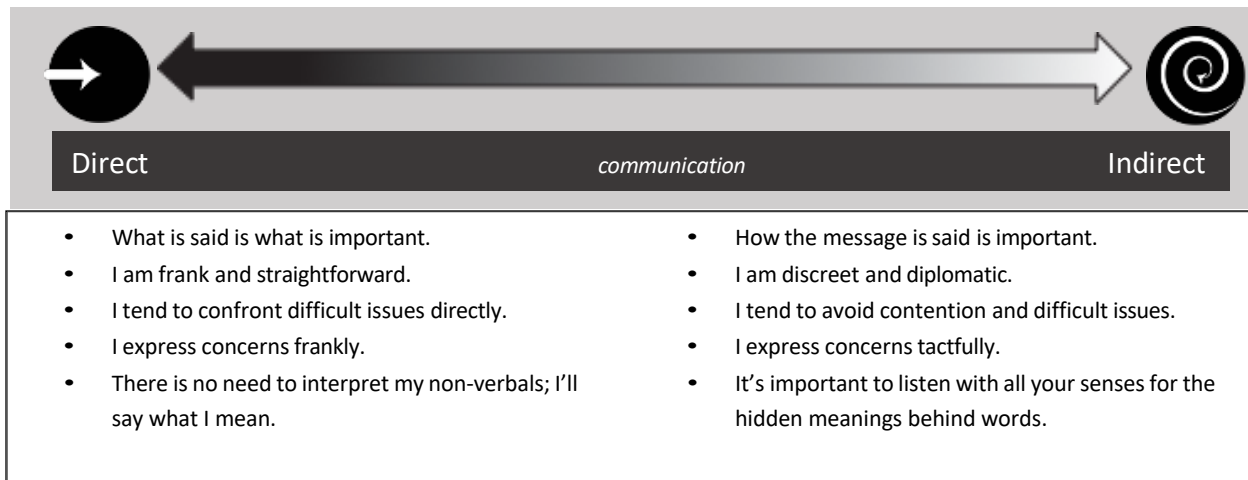
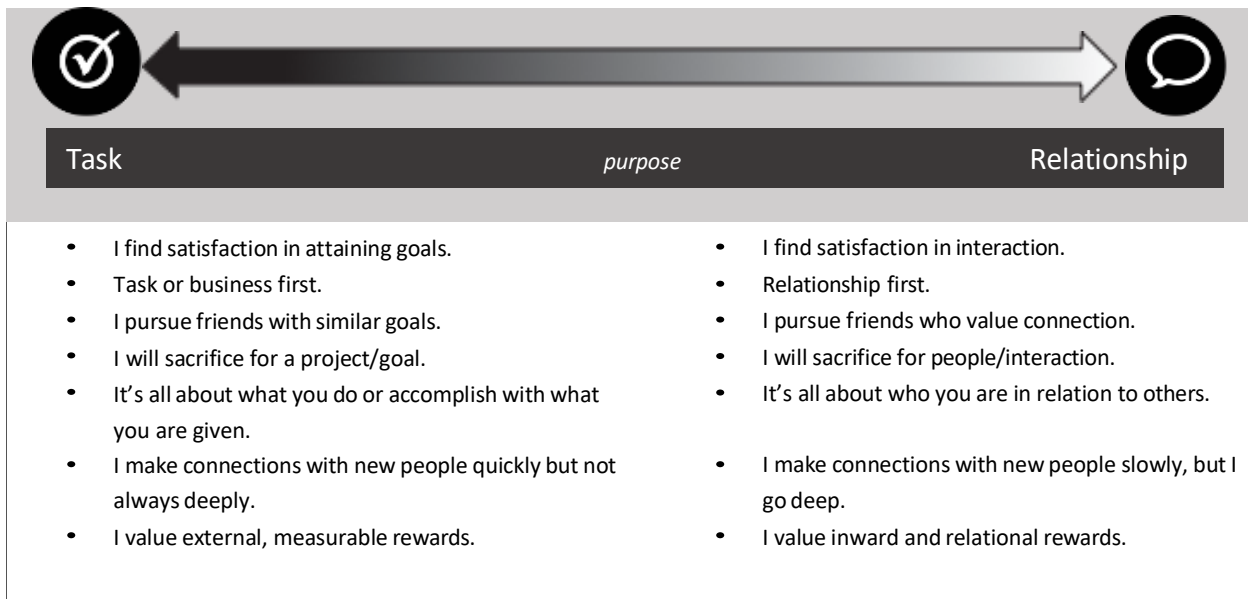


Concealment

*communication*

Vulnerability

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| <ul style="list-style-type: none"> <li>• I hold back until I can trust.</li> <li>• One needs to protect one's image and maintain a proper public face.</li> <li>• I'm a bit reluctant to try things I'm not sure I'll be successful at.</li> <li>• Avoiding shame and error is important; I don't tend to expose my own and other's mistakes.</li> <li>• It's better not to criticize or disagree openly.</li> </ul> | <ul style="list-style-type: none"> <li>• I trust quickly and share openly.</li> <li>• My self-image is resilient and my private and public faces are congruent.</li> <li>• I like to challenge myself and to try things I might fail at.</li> <li>• 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.</li> <li>• Disagreement and constructive criticism are good things for a team.</li> </ul> |
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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).