Mapping Your Cultural Orientation

Individuals demonstrate a wide range of values and preferences across a variety of cultural dimensions. Map your own cultural orientation by placing an X at the spot that most accurately reflects your values on each continuum below. Remember that a continuum represents an infinite number of possibilities between the two opposing ends. There are no right or wrong answers.

**Monochronic**
I like to be on time and expect the same of others.

**Polychronic**
What happens is more important than when it starts and ends.

**Low Context**
When rules are presented, I prefer that every detail is spelled out clearly.

**High Context**
Some rules are understood by everyone so it’s not necessary to spell everything out.

**Individualistic**
I prefer to work independently and be recognized individually.

**Collectivistic**
I prefer to work as part of a group and think it’s better when individuals are not singled out.

**Egalitarian**
All people should be treated the same, no matter what their position is.

**Hierarchical**
People should be treated differently depending on their title, position, rank.

**Task Focused**
When working on a project, I prefer to focus on getting the job done and become impatient with socializing.

**Relationship Focused**
When working on a project, I value time spent in building relationships and work better with people when I get to know them.

**Surfacing Differences**
I directly address differences when there is an issue so the problem can be solved quickly.

**Maintaining Harmony**
I prefer to deal with differences indirectly, behind the scenes, to avoid causing upset.

**Emotionally Restrained**
It’s better to keep emotions private.

**Emotionally Expressive**
It’s better to express emotions openly.

**Being**
I derive more of my identity from who I am and who my family is.

**Doing**
I derive more of my identity from what I do: schoolwork, activities, etc.

**Reflection**
- How does your cultural orientation map help you in your life?
- How does your cultural orientation map hold you back in your life?
- How is your cultural orientation map similar or different from your peers’?
- Which traits are difficult for you to deal with in other people?

Based on research by Edward Hall, Geert Hofstede and Aperian Global. Compiled by Natalia Dyba, natalia.dyba@outlook.com