QUIZ: <https://hbr.org/2014/08/whats-your-cultural-profile>

Cultural Dimensions Overview

**Communication**

* **Low-context:**
	+ **Characteristics:** Communication is precise, simple, and explicit.
	+ **Approach:** Messages are clearly expressed; repetition and written confirmation are appreciated for clarity.
	+ **Examples:** US, Germany, Netherlands
* **High-context:**
	+ **Characteristics:** Communication is sophisticated and nuanced.
	+ **Approach:** Reading between the lines is expected; less emphasis on written confirmation.
	+ **Examples:** China, India, France

**Evaluating**

* **Direct Feedback and Criticism**:
	+ **Characteristics:** Feedback is straightforward, explicit, and often blunt.
	+ **Examples:** US, Germany, Netherlands.
* **Indirect Feedback and Criticism**:
	+ **Characteristics:** Feedback is subtle, often delivered diplomatically, and may be softened to maintain harmony.
	+ **Examples:** Japan, China, India.

**Leading**

* **Egalitarian**:
	+ **Characteristics:** Less emphasis on hierarchy; authority is respected but not dominant; more collaborative and democratic.
	+ **Examples:** Scandinavia, Israel.
* **Hierarchical**:
	+ **Characteristics:** Clear distinctions between levels of authority; respect and deference are emphasized.
	+ **Examples:** China, Russia, Nigeria, Japan.

**Trusting**

* **Task-based**:
	+ **Characteristics:** Trust is built through performance and work-related accomplishments.
	+ **Examples:** US, UK, Germany.
* **Relationship-based**:
	+ **Characteristics:** Trust is developed through personal relationships and social interactions.
	+ **Examples:** Brazil, China, India.

**Disagreeing**

* **Direct Approach**:
	+ **Characteristics:** Openly expressing disagreement and challenging ideas is common.
	+ **Examples:** US, Netherlands, Israel.
* **Indirect Approach**:
	+ **Characteristics:** Disagreement is expressed subtly, often avoiding direct confrontation.
	+ **Examples:** Japan, China, India.

**Scheduling**

* **Flexible Scheduling**:
	+ **Characteristics:** Time is viewed more fluidly; punctuality is less rigid, and meetings may adjust as needed.
	+ **Examples:** Brazil, India.
* **Strict Scheduling**:
	+ **Characteristics:** Time is viewed as fixed; punctuality is important, and schedules are followed closely.
	+ **Examples:** Germany, US, Switzerland.

**Discussion Points**

Are you scoring typical of your country? (*if Israeli, see table below*)

* Compare with someone in your culture (if there is someone).
* Compare with someone outside of your culture.

Choose 2 of the above dimensions:

* For the specific dimensions, share what challenges you’ve experienced in professional settings (in Israel or otherwise)?
* For the specific dimensions, what do you appreciate about how another culture is that may be different than yours (Israel or otherwise)?

***Israel-specific (because not included in the country list)***

