

NZCCSS – Session 5C – Sue Lim
Working with culturally diverse populations.

Bring this with you to NZCCSS Conference

Your Cultural Values

What do you value? Read the following statements and CIRCLE the letter in the column that most reflects your agreement or disagreement with the statement. Columns:

SA = Strongly Agree A= Agree D = Disagree SD = Strongly Disagree

Statements	SA	A	D	SD
1. Pleasure is spending time with others.	C	C	I	I
2. When I succeed it is usually because of my abilities.	I	I	C	C
3. I feel good when I cooperate with others.	C	C	I	I
4. Competition is the law of nature.	I	I	C	C
5. I often 'do my own thing'.	I	I	C	C
6. Before taking a major trip I consult with my family and friends.	C	C	I	I
7. Health practitioners should earn respect.	LPD	LPD	HPD	HPD
8. The team will accomplish more with clear leadership and structure.	HPD	HPD	LPD	LPD
9. A manager should take charge and not put up with any nonsense.	HPD	HPD	LPD	LPD
10. The use of first names in interactions is appropriate.	LPD	LPD	HPD	HPD
11. Teachers are experts who should not expect to learn anything from parents.	HPD	HPD	LPD	LPD
12. No one person should be singled out as a leader working on a project.	LPD	LPD	HPD	HPD
13. It is acceptable to change one's job often.	LUA	LUA	HUA	HUA
14. I am uneasy in situations in which there are no clear rules or guidelines.	HUA	HUA	LUA	LUA
15. Most people can be trusted.	LUA	LUA	HUA	HUA
16. I work better when expectations are clearly defined.	HUA	HUA	LUA	LUA
17. Rules about expected behaviours should always be clearly stated.	HUA	HUA	LUA	LUA
18. One can be a good manager without having precise answers to most of the questions that subordinates may raise about their work.	LUA	LUA	HUA	HUA
19. The needy in our society should be helped.	F	F	M	M
20. A good manager is one who is decisive and assertive.	M	M	F	F
21. In school the best student should be treated as the norm for others to follow.	M	M	F	F
22. In the family, fathers should deal with facts and women with emotion.	M	M	F	F
23. If I didn't receive the promotion I deserved I would play down the incident.	F	F	M	M
24. Men and women should both take equal shares of responsibility both at home and at work.	F	F	M	M

Ethnocentrism

The GENE scale is composed of 22 statements concerning your feelings about your culture and other cultures. In the space provided please indicate the degree to which each statement applies to you by marking, using the number, whether you **(5) Strongly agree, (4) Agree, (3) Are Undecided, (2) Disagree, or (1) Strongly Disagree** with the statement. There are no right or wrong answers and some of the statements are similar to others. Remember, everyone experiences some degree of ethnocentrism. However it can be managed and reduced. Be honest! Work quickly and record your first response.

	1. Most other cultures are backward compared to my culture.
	2. My culture should be the role model for other cultures.
	3. People from others cultures act strange when they come to my culture.
	4. Lifestyles in other cultures are just as valid as those in my culture.
	5. Other cultures should try to be more like my culture.
	6. I'm not interested in the values and customs of other cultures.
	7. People in my culture could learn a lot from people in other cultures.
	8. Most people from other cultures just don't know what's good for them.
	9. I respect the values and customs of other cultures.
	10. Other cultures are smart to look up to our culture.
	11. Most people would be happier if they lived like people in my culture.
	12. I have many friends from different cultures.
	13. People in my culture have just about the best lifestyles anywhere.
	14. Lifestyles in other cultures are not as valid as those in my culture.
	15. I am very interested in the values and customs of other cultures.
	16. I apply my values when judging people who are different.
	17. I see people who are similar to me as virtuous.
	18. I do not cooperate with people who are different.
	19. Most people in my culture just don't know what is good for them.
	20. I do not trust people who are different.
	21. I dislike interacting with people from different cultures.
	22. I have little respect for the values and customs of other cultures.

Ref: Neuliep & McCroskey, 2003