

T-KIT 4

Intercultural learning



The training kits series

Youth Partnership

Partnership between the European Commission
and the Council of Europe in the field of youth



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Table 1: Perspectives and related constructs of intercultural scholars

Scholars	Perspectives	Description
Schwartz	<u>Universal</u> Values flowing from humans' most basic needs	<p>He identified a set of shared values that have similar meanings across cultures. They are considered to reflect different solutions that societies find for the problems of human activities.</p> <ul style="list-style-type: none"> ▶ Conservatism vs Autonomy – An emphasis on the maintenance of the status quo or on creativity and positive experiences ▶ Hierarchy vs Egalitarianism – Unequal distribution of power or commitment to promoting the welfare of others ▶ Mastery vs Harmony – Exploiting the world for personal interests or fitting harmoniously into the environment
Hofstede	<u>National</u> Cultural differences among nations as seen in societal systems and collective values	<p>He identified a set of cultural dimensions specific to different nations.</p> <ul style="list-style-type: none"> ▶ High vs Low Power Distance – Expectations regarding equal rights or differences in the level of power ▶ Individualism vs Collectivism – Stand up for oneself or act predominantly as a member of a group ▶ Masculinity vs Femininity – Appreciation of competitiveness and material possessions or of relationships and quality of life ▶ High vs Low Uncertainty Avoidance – Preference for rules and structure or flexibility and risk orientation ▶ Long-term vs Short-term Orientation – The importance attached to future versus past and present
Trompenaars and Hampden-Turner	<u>Organisational</u> Adaptation in business contexts through awareness of intercultural differences and self-examination	<p>They identified how national differences may play out in the business environment.</p> <ul style="list-style-type: none"> ▶ Universalism vs Particularism – Focus on rules or relationships ▶ Community vs Individual – Function in a group or as individuals ▶ Neutral vs Affective Emotion – Display or hide emotions ▶ Diffuse vs Specific – Responsibility specifically assigned or diffusely accepted ▶ Achievement vs Ascription – Need to prove oneself to receive status or status is given ▶ Sequential vs Synchronic – Doing one thing at a time or several things at once ▶ Internal vs External Orientation – Control the environment or be controlled by it
Hall	<u>Interpersonal</u> Individual behaviours and the hidden cultural roles governing them	<p>He focused on interpersonal aspects of intercultural communication and identified two dimensions of culture that characterise the way individuals interact.</p> <ul style="list-style-type: none"> ▶ High vs Low Context – Communicating minimal information and relying on implicit aspects or including more information to make the meaning clear ▶ Monochronic vs Polychronic Time Orientation – Rigid focus on one task at a time or focus on interpersonal relations with little concern for time
Earley and Ang	<u>Intrapersonal</u> Cognition and motivation influencing the individual's reaction to social situations	<p>They introduced the concept of cultural intelligence as the capability to adapt effectively to new cultural contexts and proposed four categories.</p> <ul style="list-style-type: none"> ▶ Cognition – Knowledge about cultures ▶ Metacognition – Ability to piece together the available information to form a coherent picture ▶ Motivation – Desire to engage in and learn about cross-cultural relations ▶ Behaviour – Appropriate verbal and non-verbal actions in interactions with people from different cultures

Source: Rogers and Tan (2008). Adapted by Oana Nestian Sandu