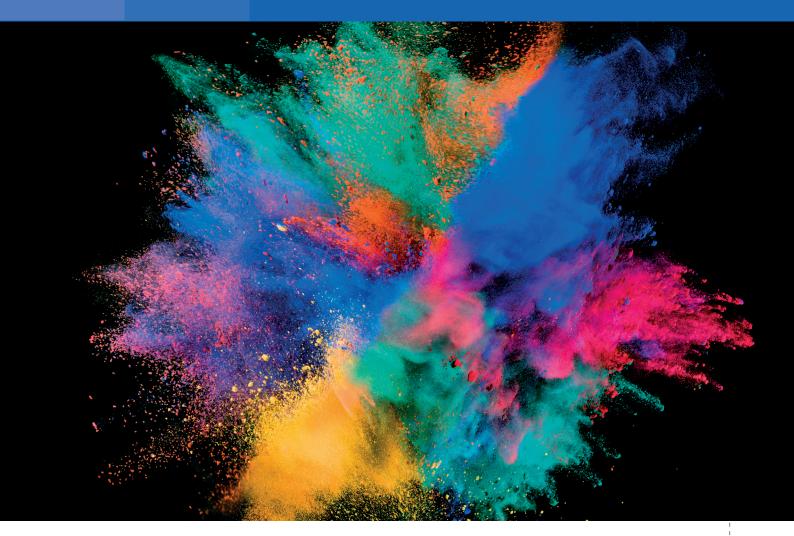
T-KIT 4 Intercultural learning



The training kits series

Youth Partnership

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





Table 1: Perspectives and related constructs of intercultural scholars

| Scholars | Perspectives | Description |
|--------------------------------------|--|--|
| Schwartz | Universal Values flowing from humans' most basic needs | 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. 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 |
| Hofstede | National Cultural differences among nations as seen in societal systems and collective values | or fitting harmoniously into the environment He identified a set of cultural dimensions specific to different nations. 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 | Organisational Adaptation in business contexts through awareness of intercultural differences and self-examination | They identified how national differences may play out in the business environment. 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 | Interpersonal Individual behaviours and the hidden cultural roles governing them | He focused on interpersonal aspects of intercultural communication and identified two dimensions of culture that characterise the way individuals interact. 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 | Intrapersonal Cognition and motivation influencing the individual's reaction to social situations | They introduced the concept of cultural intelligence as the capability to adapt effectively to new cultural contexts and proposed four categories. 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