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Global Leadership and Diversity

Chapters 5 – 8

Individualism V. Communitarianism (The individual V. The group)

The way to explain individualism is that people believe in personal freedoms and achievements. The individual believes that they are able to make their own decisions. They are able to take care of themselves. Communitarianism is when people believe that the group of people is more important than the individual. The group provides help and safety in exchange for loyalty. After reading this chapter I was able to get a sense of clarity when it came to understanding the difference. With Individualism it allows people to be creative and learn for their own mistakes but with communitarianism it's a group effort to make a decision you are able to involve others. With certain situations most people would want to work in a group so they can involve more people in their decision making but then getting praise and rewarded as individuals.

Feelings and Relationship

In the book it stated that their two different cultures. Affective versus neutral cultures. Neutral emotions are controlled where affective express their emotions openly and spontaneously. When working with people who can be either neutral or affective you have to be considerate of each person or there will be a conflict. They may be deterred by the other person behavior. With this book they describes get ways to work with the other culture. For example for affectives working with neutral

it's good to put as much as you can on paper beforehand. For neutrals working with affectives when they are expressing goodwill, respond warmly. When it comes to doing business with someone it's important to understand their personalities. Not one person is the same but when you learn how to work with them you can make better coworkers instead of clashing.

How far we get involved

(Specific v diffuse)

People keep work and personal lives separate. As a result, they believe that relationships don't have much of an impact on work objectives. People who diffuse see an overlap between their work and personal life. They believe that good relationships are vital to meeting business objectives. When it comes to people who diffuse they focus on building a good relationship before they focus on business objectives. When specific people focus on the objective before focus on strengthening relationship. Both of these characteristic can be hard to deal with in the work environment because with meetings for example it can either be a meeting that can structured or can be free spirited. They also would have to look at way where they can work with each other that can make them a better team.

How we accord status

Achievement versus ascription.

Achievement are people who believe that you are what you do, and they base your worth accordingly. These cultures value performance, no matter who you are.

Ascription are people who believe that you should be valued for who you are.

Power, title, and position matter in these cultures, and these roles define behavior.

Achievement people want to be good role models to be people in society. Ascription

I believe are people who who don't "show up" people in authority. I believe they can miss out on a lot of opportunities.