Cultural Values Mapping

Brandi Olson, The Olson Group
Agile2019

Let’s be friends!
LinkedIn/brandiolson    Twitter @olson_brandi
Format

Human Graphing
Individual Reflection
Small Groups
Practical Application
Cultural beliefs, values, and personal identity shape how each person defines success and quality of life.
## Dimensions of culture + identity

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Cultural beliefs, values, and personal identity shape how each person defines success and quality of life.
Flexible

Time is an unlimited resource. Life doesn’t follow a clock. What actually happens is way more important than what time events start and stop.

TIME

Linear

Time is a limited resource and shouldn’t be wasted. I prefer to be on time and expect the same of others.

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What observations do you make about the dominant cultural values in the room?

I value time spent on building relationships, and work better with people once I get to know them.

I prefer to focus on getting the job done and become impatient with socializing.

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What are some helpful skills and benefits that come from working with someone who has values on the other end of the spectrum?

Communication

Low context

Good communication is sophisticated, nuanced, and layered. Some expectations are understood by everyone, so it’s not necessary to spell everything out or put it in writing.

High context

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How might you have responded differently if you were operating out of a different value on the spectrum?

Progress

Change usually brings good things into my life. Change leads to progress. Because of this belief, I’m often willing to take risks and try new things.

Tradition

Stability gives meaning to life. Change often disrupts rhythms, traditions, and relationships. Because of this belief, I prefer to avoid risks that might disrupt important parts of my life.

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Tradition

How might someone who values tradition be perceived in an agile organization? How would you coach someone in that position?

THANK YOU!

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brandi@HelloOlson.com
LinkedIn/brandiolson
Twitter @olson_brandi

Resource

SEL Toolkit:
https://extension.umn.edu/what-youth-development/sel-toolkit
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IDENTITY

**Being**

I derive more of my identity from who I am and who my family is. When I meet new people, I usually ask about who their family is and where they are from.

**Doing**

I derive more of my identity from what I do—my work, my hobbies, and my accomplishments. When I meet new people I usually ask about their job and activities.

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CONFLICT

Direct

I prefer to bring up issues directly with others so problems can be solved quickly

Indirect

I prefer to address differences indirectly to avoid upsetting anyone.

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What I do in life will shape my destiny. I can control my future. I don’t understand why some people have a fatalistic attitude about their lives.

My destiny is beyond my control. My fate is in the hands of others, such as my family, government, or a higher being. I don’t understand why some people behave as if they can control destiny.
Private

It’s better to restrain strong emotions.

Expressive

It’s better to express emotions openly.

**Top-Down**

Decisions should be made by the person with the highest title, position, or rank.

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**DECISION-MAKING**

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**Consensus**

Important decisions should be made with input and consensus from everyone involved, regardless of their position.