

# Cultural Values Mapping

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# 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

Identity  
Control  
Emotions  
Communication  
Conflict  
Time  
Workstyle  
Teamwork  
Decision-Making  
Change

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

Flexible

TIME

Linear



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

*Walker, K., Olson, B., & Herman, M. (2017). Social and Emotional Learning in Practice: A Toolkit of Practical Strategies and Resources. St. Paul, MN: University of Minnesota Extension.*

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

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Relationship-  
Focused

# TEAMWORK

Task-Focused



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?**

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Low context

# Communication

High 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.

Good communication is precise, simple, and explicit. All expectations should be clear, detailed, and put in writing if possible.

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

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Progress

# CHANGE

Tradition



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.

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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**How might someone who values tradition be perceived in an agile organization?**

**How would you coach someone in that position?**

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# THANK YOU!

Let's be friends

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## Resource

SEL Toolkit:

<https://extension.umn.edu/what-youth-development/sel-toolkit>

# Resources

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# Appendix

Being

# IDENTITY

Doing



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.

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 ← → Indirect

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

I prefer to address differences indirectly to avoid upsetting anyone.

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# Internal **CONTROL** External



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.

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# EMOTIONS

Private Expressive



It's better to restrain strong emotions.

It's better to express emotions openly.

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# Top-Down      DECISION-MAKING      Consensus



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

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

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