Cultural Questionnaire

The following questionnaire and charts were taken from Ministering Cross-Culturally, by Sherwood G. Lingenfelter and Marvin K. Mayers.

Note: For future reference, the publisher has allowed for reprints as follows: The questionnaire on pages 29-36 (in the book) may be photocopied for classroom use without prior permission if $1 per copy is sent, with explanation, to: Baker Book House
P.O. Box 6287
Grand Rapids, MI 49516

Therefore, any use of these materials outside the training classroom is not allowed. Your team leader has the key for scoring the questionnaire. You will complete the questionnaire and turn it in to your leader. Put your name on the questionnaire. The key is reserved for the leader so that Baker Book House restrictions can be honored.

Your team leader will be responsible for paying Baker Book House $1.00 for each team member using this assessment.

Evaluating Yourself and Personal Application

Keep the following in mind:

Learn Your Own Culture
This test shows how people normally are in their own culture.

The Host Culture
Look at each comparison chart and from what you have learned about your host culture, plot where you believe it falls.

You in the Host Culture
How you are at home in the natural way you will be in the host culture. Identify potential areas of stress by recognizing the differences between you and the host culture.

You and Your Team
Your team will have people with different cultural orientations. Compare yourself with other team members. This helps you make personal adjustments to better the team and aids you in understanding other team members.

Cultural Questionnaire

Determine to what extent each of the following statements describes your thinking and approach to life. If the statement is not at all descriptive of you, write the number 1 in the blank space. If it is very descriptive of you, write the number 7. Write the number 4 if the statement describes you only somewhat. Use the number 2 or 3 for items that are less descriptive of you, and write the number 5 or 6 for those that are more descriptive. Respond to all statements with a number from 1 to 7. Place your response in the box.

1. I would not feel comfortable working for a large company because I would never see the whole picture of what I was working on.

2. I seek out friends and enjoy talking about any subject that happens to come up.

3. I avoid setting goals for fear that I might not reach them.

4. My opinion of myself is determined by what I think of myself rather than what others think of me.

5. I seldom think much about the future; I just like to get involved in things as they turn up.

6. I feel things are either right or wrong; discussion of "gray" areas makes me uncomfortable and seems to compromise the truth.

7. When making a decision, I feel that more than one of the options can be a right choice.

8. When I set a goal, I dedicate myself to reaching that goal, even if other areas of my life suffer as a result of it.

9. I am always one of the first to try something new.

10. I tend to associate only with people of the same social status.

☐ 11. I feel strongly that time is a scarce commodity, and I value it highly.

☐ 12. When my car needs tuning, I go to the dealer rather than let my neighbor who works out of his garage do the job. With professionals I know it will be done right.

☐ 13. I like performing before an audience because it pushes me to perform better.

☐ 14. When buying a car, I give credence to Consumers' Report and the opinions of my family and friends.

☐ 15. My desk or work area is very organized. There is a place for everything, and everything is in its place.

☐ 16. I attend lectures and read books by experts to find solutions to issues of importance to me.

☐ 17. If offered a promotion which entailed moving to another city, I would not be held back by relationships to parents and friends.

☐ 18. I find it difficult to relate to people who have a significantly higher occupational or social position than mine.

☐ 19. I always wear a watch and refer to it regularly in order not to be late for anything.

☐ 20. I feel very frustrated if someone treats me like a stereotype.

☐ 21. I tend not to worry about potential problems; I wait until a problem develops before taking action.

☐ 22. When waiting in line, I tend to start up conversations with people I do not know.

☐ 23. I hate to arrive late; sometimes I stay away rather than be late.

☐ 24. When I hear about a special event taking place, I change my plans so I can go to it.

☐ 25. Each day I sit down to make a schedule of what I will do that day. I am annoyed when my schedule gets interrupted.

☐ 26. I do not take sides in a discussion until I have heard all of the arguments.

☐ 27. I agree with the statement "the end justifies the means."

☐ 28. I enjoy breaking out of my routine and doing something totally different every now and then to keep life exciting.

☐ 29. When involved in a project, I tend to work on it until completion, even if that means being late on other things.

☐ 30. In each of the restaurants I frequent, I have specific items which I order every time.

☐ 31. Even though I know it might rain, I would attend a friend's barbecue rather than excuse myself to repair the damage a storm has done to my roof.

☐ 32. I always submit to the authority of my boss, pastor, and teachers, even if I feel they are wrong.

☐ 33. I feel that there is a standard English grammar and that all American's should use it.

☐ 34. To make meals more interesting, I introduce changes into the recipes I find in cookbooks.

☐ 35. I argue my point to the end, even if I know I am wrong.

☐ 36. I do not feel that anything I have done in the past matters much, I have to keep proving myself every day.

☐ 37. When starting a new job, I work especially hard to prove myself to my fellow workers.

☐ 38. When introducing people, I usually include their occupation and title.

☐ 39. I talk with others about my problems and ask them for advice.

☐ 40. I avoid participating in games at which I am not very good.

☐ 41. Even if in a hurry while running errands, I will stop to talk with a friend.

☐ 42. I have set specific goals for what I want to accomplish in the next year and the next five years.

☐ 43. I like to be active with many things so that at any one time I have a choice of what to do.

☐ 44. When shopping for a major item, I buy the first one I like rather than compare the options.

☐ 45. I enjoy looking at art and trying to figure out what the artist was thinking and trying to communicate.

☐ 46. I feel uncomfortable in discussing topics which are not susceptible to definite conclusions.

☐ 47. I resist a scheduled life, preferring to do things on the spur of the moment.

☐ 48. When leading a meeting I make sure that it begins and ends on time.

Analysis of Answers

To determine your personal profile, fill in your response to each of the corresponding statements in the questionnaire. (If, for example, your response to statement 1 was 5, enter 5 in the first space after "Holistic thinking") Then add the five numbers in each line and divide the total by five to obtain your average score for each trait.

						Total	Average
1. Time orientation	___	___	___	___	___	_____	_____
	11	19	23	25	48		
2. Event orientation	___	___	___	___	___	_____	_____
	5	24	29	31	47		
3. Dichotomistic thinking	___	___	___	___	___	_____	_____
	6	10	15	33	46		
4. Holistic thinking	___	___	___	___	___	_____	_____
	1	7	20	26	45		
5. Crisis orientation	___	___	___	___	___	_____	_____
	6	12	16	30	44		
6. Noncrisis orientation	___	___	___	___	___	_____	_____
	7	9	21	34	43		
7. Task orientation	___	___	___	___	___	_____	_____
	8	12	17	27	42		
8. Person orientation	___	___	___	___	___	_____	_____
	2	39	22	31	41		
9. Status focus	___	___	___	___	___	_____	_____
	10	18	32	33	38		
10. Achievement focus	___	___	___	___	___	_____	_____
	4	14	20	36	37		
11. Concealment of vulnerability	___	___	___	___	___	_____	_____
	3	23	32	35	40		
12. Willingness to expose vulnerability	___	___	___	___	___	_____	_____
	9	13	28	34	39		

Scoring Averages

5 = 1.0	15 = 3.0	25 = 5.0
6 = 1.2	16 = 3.2	26 = 5.2
7 = 1.4	17 = 3.4	27 = 5.4
8 = 1.6	18 = 3.6	28 = 5.6
9 = 1.8	19 = 3.8	29 = 5.8
10 = 2.0	20 = 4.0	30 = 6.0
11 = 2.2	21 = 4.2	31 = 6.2
12 = 2.4	22 = 4.4	32 = 6.4
13 = 2.6	23 = 4.6	33 = 6.6
14 = 2.8	24 = 4.8	34 = 6.8
		35 = 7.0

Team Leaders score the test using the key in the leader's manual. Place the team member's score here:

Scores for: _____

Team Member's Name

Time Orientation _____   Task Orientation _____

Event Orientation _____   Person Orientation _____

Dichotomistic Thinking _____   Status Focus _____

Holistic Thinking _____   Achievement Focus _____

Crisis Orientation _____   Concealment of Vulnerability _____

Non crisis Orientation _____   Willingness to Expose Vulnerability _____

Team Member takes the above scores and plots them on the graphs.

Becoming Cross-Cultural

Cultural Questionnaire and Charts

Recognize your own tendencies and compare them with your host culture.

Time vs. Event Orientation

TIME ORIENTATION
1. Concern for punctuality and amount of time expended.

2. Careful allocation of time to achieve the maximum within set limits.

3. Tightly scheduled, goal-directed activities.

4. Rewards offered as incentives for efficient use of time.

5. Emphasis on dates and history.

Personal Notes:

EVENT ORIENTATION
1. Concern for details of the event, regardless of time required.

2. Exhaustive consideration of a problem until resolved.

3. A "let come what may" outlook not tied to any precise schedule.

4. Stress on completing the event as a reward in itself.

5. Emphasis on present experience rather than the past or future.

Dichotomistic vs. Holistic Thinking

DICHOTOMISTIC THINKING
1. Judgments are black/white, right/wrong-specific criteria are uniformly applied in evaluation of others.

2. Security comes from the feeling that one is right and fits into a particular role or category in society.

3. Information and experiences are systematically organized, details are sorted and ordered to form a clear pattern.

Personal Notes:

HOLISTIC THINKING
1. Judgments are open-ended, the whole person and all circumstances are taken into consideration.

2. Security comes from multiple interactions within the whole of society-one is insecure if confined to particular roles or categories.

3. Information and experiences are seemingly disorganized; details stand (narratives, events, portraits) as independent points complete in themselves.

Becoming Cross-Cultural

——

Cultural
Questionnaire
and Charts

Crisis vs. Noncrisis Orientations

CRISIS ORIENTATION	**NONCRISIS ORIENTATION**
1. Anticipate crisis.	1. Down plays possibility of crisis.
2. Emphasizes planning.	2. Focuses on actual experiences.
3. Seeks quick resolution.	3. Avoids taking action, delays.
4. Repeatedly follows a single authoritative, preplanned procedure.	4. Seeks ad hoc solutions from multiple available options.
5. Seeks expert advice.	5. Distrusts expert advice. .

Personal Notes:

Task vs. Person Thinking

TASK ORIENTATION	**PERSON ORIENTATION**
1. Focuses on tasks and principles.	1. Focuses on persons and relationship.
2. Finds satisfaction in the achievement of goals.	2. Finds satisfaction in interaction.
3. Seeks friends with similar goals.	3. Seeks friends who are group-oriented.
4. Accepts loneliness and social deprivation for the sake of personal achievements.	4. Deplores loneliness; sacrifices personal achievements for group interaction.

Personal Notes:

Compare yourself with the members of your team. How do you differ?

▬▬ Becoming Cross-Cultural

Cultural Questionnaire and Charts

What adjustment do you need to make to function in your host culture and with your team?

Status vs. Achievement Focus

STATUS FOCUS	ACHIEVEMENT FOCUS
1. Personal identity is determined by formal credentials or birth and rank.	1. Personal identity is determined by one's achievements.
2. The amount of respect one receives is permanently fixed attention focuses on those with high social status in spite of any personal failings they have.	2. The amount of respect one receives varies with one's accomplishments and failures; attention focuses on personal performance.
3. The individual is expected to play his or her role and to sacrifice to attain higher rank.	3. The individual is extremely self-critical and makes sacrifices in order to accomplish even greater deeds.
4. People associate only with their social equals.	4. People associate with those of equal accomplishments regard less of background.

Personal Notes:

Concealment of Vulnerability vs. Willingness to Expose Vulnerability

CONCEALMENT OF VULNERABILITY	EXPOSURE OF VULNERABILITY
1. Protection of self-image at all cost; avoidance of error and failure.	1. Relative unconcern about error and failure.
2. Emphasis on the quality of performance.	2. Emphasis on completion of event.
3. Reluctance to go beyond one's recognized limits or to enter the unknown.	3. Willingness to push beyond one's limits and enter the unknown.
4. Denial of culpability; withdrawal from activities in order to hide weakness and shortcomings.	4. Ready admission of culpability, weakness, and shortcomings.
5. Refusal to entertain alternative views or accept criticism.	5. Openness to alternative views and criticism.
6. Vagueness regarding personal life.	6. Willingness to talk freely about personal life.

Personal Notes: