

# Cultural Frameworks Cheat Sheet

## Hofstede's Cultural Dimensions

Dimension	Description	High Score	Low Score
<b>Power Distance</b>	Acceptance of unequal power distribution.	Hierarchical structures; authority respected.	Egalitarian structures; authority questioned.
<b>Individualism vs. Collectivism</b>	Degree of integration into groups.	Individual autonomy; personal achievements.	Group loyalty; collective responsibility.
<b>Masculinity vs. Femininity</b>	Distribution of emotional roles between genders.	Competitive, achievement-oriented.	Cooperative, quality of life-focused.
<b>Uncertainty Avoidance</b>	Tolerance for ambiguity and uncertainty.	Preference for rules, structure, and certainty.	Flexibility, open to change and innovation.
<b>Long-Term vs. Short-Term Orientation</b>	Focus on future rewards or present and past.	Planning, perseverance, thrift.	Respect for traditions, quick results.
<b>Indulgence vs. Restraint</b>	Gratification of desires and control over impulses.	Freedom, leisure, enjoyment.	Restrained behavior, strict social norms.

## Edward Hall's High Context vs. Low Context Communication

Context Type	Description	High Context	Low Context
<b>High Context</b>	Communication relies on implicit messages and context.	Non-verbal cues, indirect communication.	Explicit, direct communication.

Context Type	Description	High Context	Low Context
Low Context	Communication is clear, detailed, and explicit.	Few shared assumptions, detailed explanations.	Context is unimportant, words convey the message.

### Trompenaars' Cultural Dimensions

Dimension	Description	High Score/Focus	Low Score/Focus
<b>Universalism vs. Particularism</b>	The application of rules and standards universally or situationally.	<b>Universalism:</b> Rules apply to everyone equally.	<b>Particularism:</b> Rules are applied based on relationships and context.
<b>Individualism vs. Communitarianism</b>	The focus on individual rights versus group welfare.	<b>Individualism:</b> Focus on personal achievements and autonomy.	<b>Communitarianism:</b> Focus on group consensus and collective responsibility.
<b>Neutral vs. Emotional</b>	The degree to which emotions are openly expressed.	<b>Neutral:</b> Emotions are controlled and restrained.	<b>Emotional:</b> Emotions are openly and naturally expressed.
<b>Specific vs. Diffuse</b>	The separation between personal and professional life.	<b>Specific:</b> Clear separation; work and personal life are distinct.	<b>Diffuse:</b> Overlapping relationships; work and personal life are interconnected.
<b>Achievement vs. Ascription</b>	How status is accorded—based on accomplishments or inherent characteristics like age, gender, or family.	<b>Achievement:</b> Status is earned through performance and accomplishments.	<b>Ascription:</b> Status is given by birth, age, gender, or social connections.
<b>Sequential vs. Synchronic Time</b>	The perception of time—whether it is linear and sequential or overlapping and flexible.	<b>Sequential:</b> Time is linear; punctuality and schedules are important.	<b>Synchronic:</b> Time is flexible; multitasking and adaptability are common.
<b>Internal vs. External Control</b>	The belief in controlling one's environment versus being controlled by external forces.	<b>Internal Control:</b> Belief in personal control over outcomes.	<b>External Control:</b> Belief in adapting to external circumstances and events.

#### 4. Adler/Gunderson Cultural Bridging Model

<b>Approach</b>	<b>Description</b>	<b>Application</b>
<b>Ignorance</b>	Ignoring cultural differences and proceeding as if none exist.	Acts as if all parties share the same cultural norms.
<b>Dominance</b>	Imposing one's own cultural approach, expecting others to adapt.	Enforces own cultural values and practices.
<b>Compromise</b>	Each party gives up something to find a middle ground.	Finds a mutual but possibly suboptimal agreement.
<b>Adaptation</b>	Adjusting one's behavior to accommodate cultural differences.	Adapts to the other culture's norms and practices.
<b>Synergy</b>	Creating a new, integrated approach that respects and incorporates elements of all cultures involved.	Develops innovative solutions that honor all cultural perspectives.