



Reflection Guide

1. What are some descriptors you might use when someone’s behavior is outside of your culture’s norms? Use the [Mapping Your Cultural Orientation](#) guide to challenge your thinking and describe it in a different way. (You may use the example on the first line to get started).

Behavior	My cultural orientation’s interpretation	Their cultural orientation’s interpretation
They don’t want to talk about who pays for what.	I like to discuss expectations clearly and directly so there are no surprises.	They might consider it rude to talk about money, especially since we don’t know each other very well.

2. Think of ways in which you could integrate the alternative thinking of the previous exercise into some of your habitual leadership practices. Are there any barriers you might need to address first? What benefits could this approach bring to you and your team?

3. What are some ways in which you can engage in intercultural experiences, reflect on them (with curiosity) and increase your self-awareness as you move along the [Intercultural Development Continuum \(IDC®\)](#)?

4. As a leader, how can you foster a team culture that recognizes cultural differences and creates opportunities for team members to challenge their own cultural habits and assumptions in order to bridge cultural differences?

To complete your cultural profile, access this Harvard Business Review website link:
<https://hbr.org/2014/08/whats-your-cultural-profile>