

Chapter 4 Activity 1

Cultural Awareness Interviews

Name: _____

Date: _____

We all belong to many cultures which are formed by our histories, circumstances and choices. The first step in learning about culture is to humbly ask questions and listen. The purpose of this activity is to explore cultural conditions and how they relate to some supervisory issues. Start with yourself and people with whom you are familiar so you can get comfortable asking the questions and really listening to the responses. Once you are comfortable with the questions, interview a supervisee or a professional colleague. Use the table below to record the responses from your interviews. Try to pick at least two people that are different from you in some way (e.g., race, ethnicity, gender, nationality, religion). How W.E.I.R.D. were your responses and the responses of others? How do you think most professionals in your discipline would answer these questions? Reflect and discuss.

These questions and discussion items are based on the scholarship of several groups (e.g., Ala'i-Rosales, Ferris, & Fabrizio, 2014; Miller, Re Cruz & Ala'i-Rosales, 2019; Lewis, 2006; Lynch & Hanson, 2011; Mirsky, 2013; Roysircar, 2004).

Friend from a Similar Culture:

Friend from a Different Culture:

Supervisee or colleague from a Different Culture:

Tell a story or two about your life and/or the life of one of your family members.

	You
Friend (Similar Culture)	
Friend (Different Culture)	
Supervisee/ Colleague	

Chapter 4 Activity 1

Cultural Awareness Interviews

Describe your culture(s). Identifiers? Heritage? Geography? Race? Ethnicity? Religion? Social class? Gender identity? Gender preferences? Education? Socioeconomic level?

You
Friend (Similar Culture)
Friend (Different Culture)
Supervisee/ Colleague

What are some of the most important things that have happened to you in your life?

You
Friend (Similar Culture)
Friend (Different Culture)
Supervisee/ Colleague

Chapter 4 Activity 1

Cultural Awareness Interviews

Make a list of your top five priorities in life. Make a pie chart of your week. How much time do you spend in different activities? How much of that relates to your life priorities?

You
Friend (Similar Culture)
Friend (Different Culture)
Supervisee/ Colleague

Discuss specific beliefs and values related to work performance and importance.

You
Friend (Similar Culture)
Friend (Different Culture)
Supervisee/ Colleague

Chapter 4 Activity 1

Cultural Awareness Interviews

Discuss specific beliefs and values related to family composition and importance.

You
Friend
(Similar
Culture)
Friend
(Different
Culture)
Supervisee/
Colleague

Discuss specific beliefs and values related to authority, equality, hierarchy & respect.

You
Friend
(Similar
Culture)
Friend
(Different
Culture)
Supervisee/
Colleague

Chapter 4 Activity 1

Cultural Awareness Interviews

Discuss specific beliefs and values related to time and scheduling.

You
Friend
(Similar
Culture)
Friend
(Different
Culture)
Supervisee/
Colleague

Discuss specific beliefs and values related to skill performance and ethics.

You
Friend
(Similar
Culture)
Friend
(Different
Culture)
Supervisee/
Colleague

Chapter 4 Activity 1

Cultural Awareness Interviews

Discuss specific beliefs and values related to diversity. How many friends do you have with distinct cultural identities different than your own? How important do you think this is?

Supervisee/ Colleague	Friend (Different Culture)	Friend (Similar Culture)	You
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