

Topic: Employment
(International Catholic Migration Commission, Overseas Processing Entity,
Istanbul)

Activity: Workplace Values

Objectives

Considering the differences among cultures, it is important to remember that there are many different approaches to employment. The following activity introduces the concept of work and work values in the United States. Given a set of statements, participants will learn to recognize the differences between the two cultures and the attitudes of American culture towards work.

Lesson Time

10 minutes

Materials

- Statements related to the topic of "Workplace Values"

Practice

1. Arrange the participants into small groups.
2. Ask them to read the statements and decide which workplace norms or values are more similar to their own culture and which they think belong more to the American culture. - 8 minutes.
3. When they are finished with the exercise go over the statements one by one and discuss the differences between their culture and the American culture when it comes to workplace values.

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Statements

1. The boss is autocratic and paternalistic, and it is never good to bypass the chain of command, whatever the reason.
2. A certain amount of status comes with one's family name and groups you are affiliated with.
3. It is impossible to separate personal and family matters from work.
4. Work has value in and of itself. Your job is part of your identity.
5. Achievements are important, but you can have status even without them.
6. Work is the means to paying bills and meeting financial obligations. It may be satisfying but doesn't have to be.
7. Status is earned by your achievements, by what you've accomplished in life.
8. Harmony at work is nice but results are what count.
9. Experience and technical skills are important, but they don't contribute as much to the bottom line.
10. Hiring a relative would be a sheer coincidence, and only if s/he had the skills you need.
11. People won't understand if you plead a family emergency as a reason for missing work.
12. You can work until you are no longer physically able.

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