



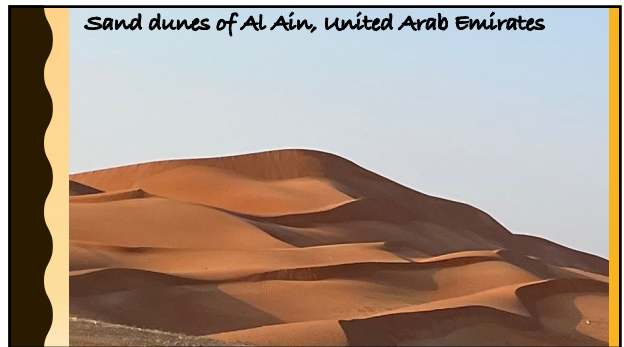
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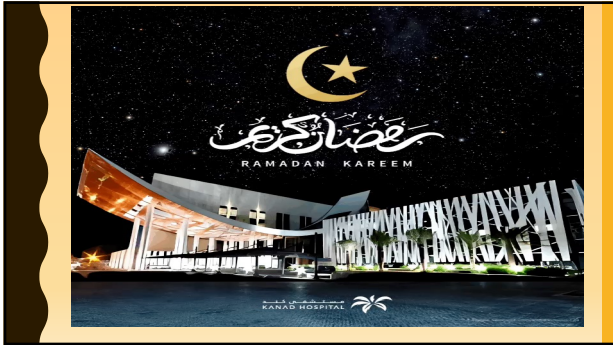
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CULTURE SHOCK

GOOGLE DEFINITION

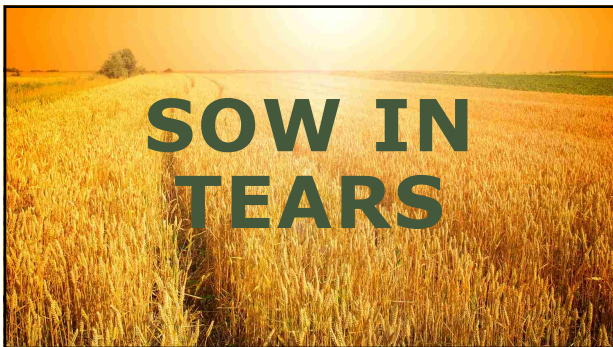
a feeling of disorientation experienced by someone who is suddenly subjected to an unfamiliar culture, way of life or set of attitudes.

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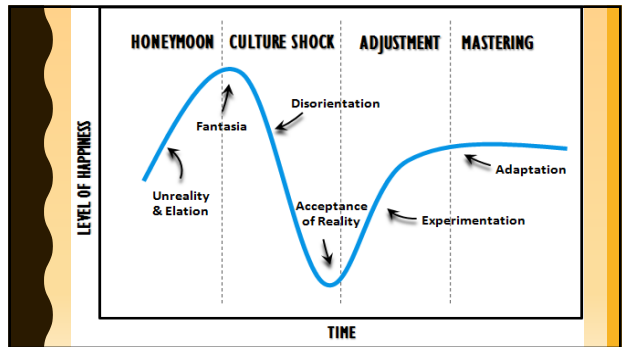
HOW DOES IT FEEL?



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CULTURE SHOCK

MY DEFINITION

An **INEVITABLE** cycle of varying emotions triggered by **SENSORY & VALUES** dissonance occurring when two different cultures, worldviews, or habits interface.

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WHY IS IT SO HARD?

CULTURE SHOCK

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TRIGGERS:

1. Food, climate, clothing, child-rearing choices are superficial arenas
2. Worldview, conflict resolution, communication style, and leadership culture are more difficult
3. My expectations of the people of the **HOST** culture will affect my culture shock experience



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WELCOME TO THE UAE



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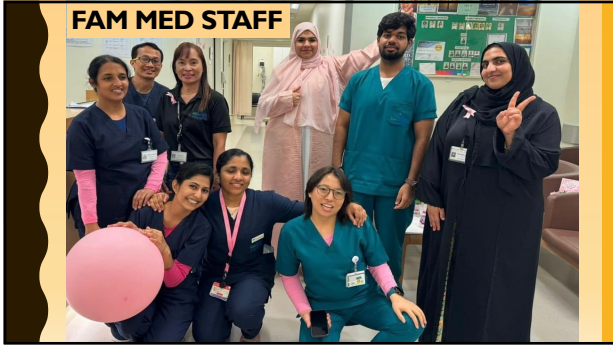
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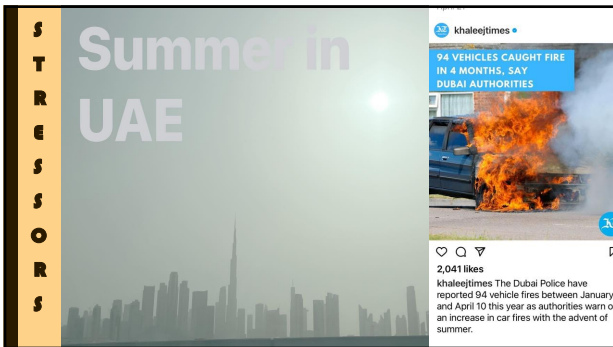
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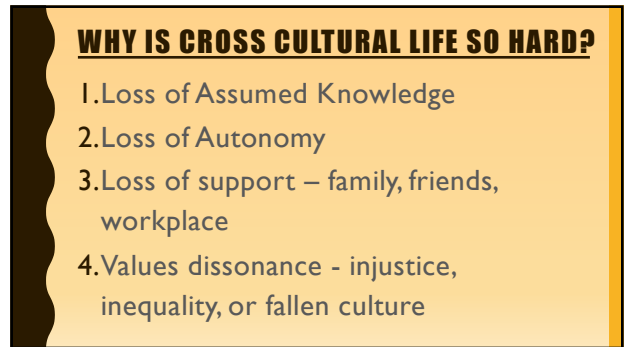
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HOLMES RAHE STRESS SCALE:

200 + NORMAL AMERICAN

600 + NORMAL CROSS-CULTURAL WORKER

1000+ NORMAL FIRST 2 YEARS OF XC WORKER



The Holmes-Rahe Life Stress Inventory is a scale used to measure the amount of stress a person is experiencing. It consists of 49 items, each with a score. The total score is the sum of all the scores. The scale is divided into three categories: Normal American (200+), Normal Cross-Cultural Worker (600+), and Normal First 2 Years of XC Worker (1000+).

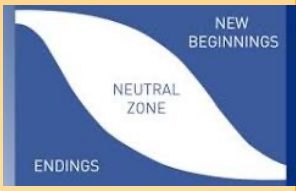
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CULTURE STRESS

WILLIAM BRIDGES

BRIDGES TRANSITION MODEL – WMBRIDGES.COM

DEFINITION – state of slow ongoing baseline stress with flares of more acute stress.



The Bridges Transition Model is a diagram showing a curve that starts at 'ENDINGS' on the left, rises to a peak labeled 'NEUTRAL ZONE', and then falls to 'NEW BEGINNINGS' on the right. The curve is white and set against a blue background.

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CHANGE VS TRANSITION

WILLIAM BRIDGES MODEL

- **Change** - external event/situation. Change can happen very quickly.
- **Transition** - inner psychological process that occurs as people internalize/come to terms with the new situation that the change brings about.

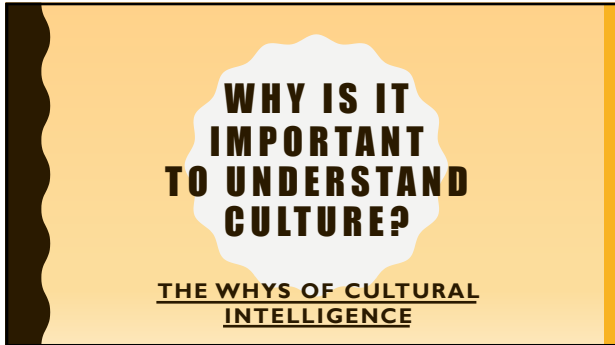
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CULTURE STRESS/GRIEF CYCLES:

2 cycles of grief

1. Accumulation of CIRCUMSTANTIAL Losses at 6-8 months
2. Accumulation of ABSTRACT Losses at 18-24 months

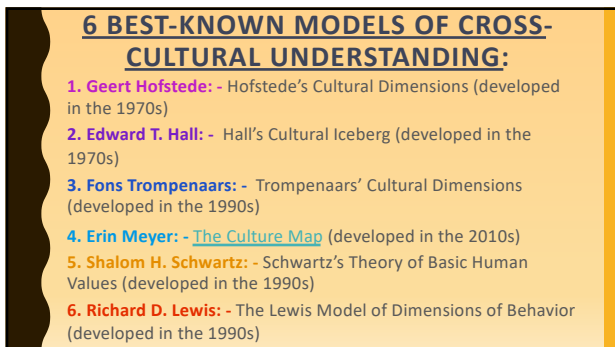
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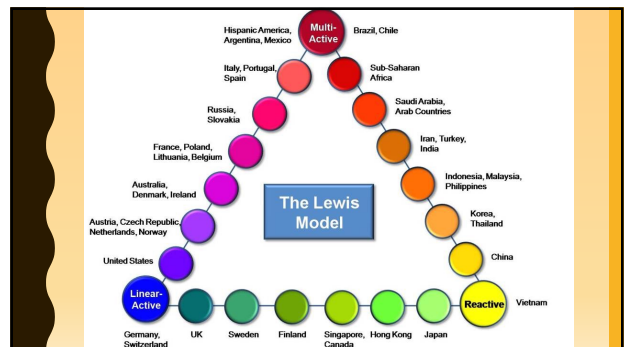
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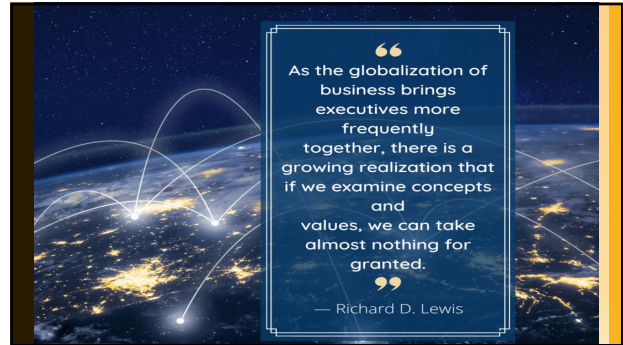


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THE LEWIS MODEL – DIMENSIONS OF BEHAVIOUR

LINEAR-ACTIVE	MULTI-ACTIVE	REACTIVE
Talks half the time	Talks most of the time	Listens most of the time
Does one thing at a time	Does several things at once	Reacts to partner's action
Plans ahead step by step	Plans grand outline only	Looks at general principles
Polite but direct	Emotional	Polite, indirect
Partly conceals feelings	Displays feelings	Conceals feelings
Confronts with logic	Confronts emotionally	Never confronts
Dislikes losing face	Has good excuses	Must not lose face
Rarely interrupts	Often interrupts	Doesn't interrupt
Job-oriented	People-oriented	Very people-oriented
Sticks to facts	Feelings before facts	Statements are promises
Truth before diplomacy	Flexible truth	Diplomacy over truth
Sometimes impatient	Impatient	Patient
Limited body language	Unlimited body language	Subtle body language
Respects officialdom	Seeks out key person	Uses connections
Separates the social and professional	Mixes the social and professional	Connects the social and professional

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GLOBE PROJECT (GLOBAL LEADERSHIP AND ORGANIZATIONAL BEHAVIOR EFFECTIVENESS PROJECT)

GLOBE 2020

Global Leadership and Organizational Behavior Effectiveness

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CULTURAL INTELLIGENCE

Hofstede's Cultural Dimensions

- Power distance index
- Individualism vs. collectivism
- Motivation towards Achievement
- Uncertainty avoidance index
- Indulgence versus restraint
- Long-term orientation


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**CULTURAL OPERATING SYSTEM
WORLDVIEWS**


three primary worldviews:

1. **fear-power**
2. **guilt-innocence**
3. **honor-shame**

Eastern Cultures



Western Cultures



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**WHAT
ARE WE
TO DO??**

CULTURE SHOCK

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**UNHELPFUL
STRATEGIES**

CULTURE SHOCK

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UNHELPFUL STRATEGIES:

1. CULTURAL COLONIALISM
2. STRESSING myself to conform
3. "I HAVE to do everything NOW!!"
4. Failure to assess my strengths and acknowledge my weaknesses
5. Have Undefined goals

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HELPFUL STRATEGIES

CULTURE SHOCK

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#1 POSTURE OF LEARNER

Wisdom is supreme;
so acquire wisdom.
And whatever you may
acquire, gain
understanding ...
The beginning of wisdom
is: **get wisdom**;
whatever else you get

[Proverbs 4:7](#)

the BIBLE or Franklin
Covey

[“Habit 5: Seek First to Understand, Then to Be Understood”](#)

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LANGUAGE LEARNING:

acquire
LANGUAGE ACQUISITION TRAINING & COACHING

Skills-Focused
Training and Coaching for
New and Continuing
Language Learners

[acquirelanguage.net](#)

Carol Lewis

Andrea Warren


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Lord,
Renew my
energy when I
feel tired and
weak.

Psalm 103:5

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#2 KNOW THYSELF



To know thyself is the beginning of wisdom.
- Socrates

AZ QUOTES

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CULTURAL ADAPTATION/RESILIENCY

1. DO NOT RESIST ADAPTATION
2. PERSONALITY TRAITS
3. Short circuit self protection natural tendency
4. Lower expectations to avoid anger at unmet expectations

OPEN MINDED	RISK ADVERSE
ADAPTABLE	RIGID
FLEXIBLE	RESISTANT

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Lord,
Renew my energy when I feel tired and weak.

Psalm 103:5

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STRATEGIES FOR SHOCK:



#3 HAVE FUN!

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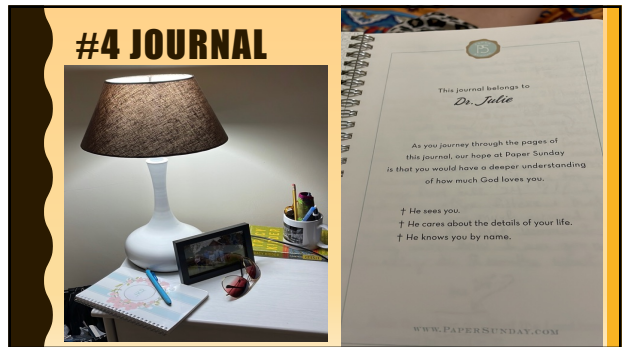
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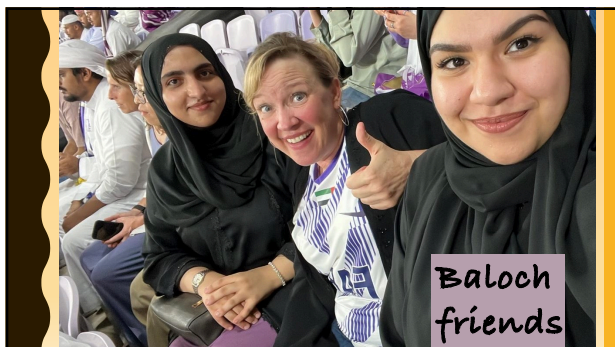
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