Overview of Workshop

- Introduction
- Value orientations
- Cultural adjustments
- A paradigm of value adaptations
- Case studies
- Discussion and conclusion

Introduction

- Getting to know you
- A little about myself
- How the workshop may help you and your clients

Value Orientations

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Value Orientation</th>
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</thead>
<tbody>
<tr>
<td>Human Nature</td>
<td>Good Neutral Bad</td>
</tr>
<tr>
<td>Time Orientation</td>
<td>Past Present Future</td>
</tr>
<tr>
<td>Human Activity</td>
<td>Being Being-in-Becoming Doiing</td>
</tr>
<tr>
<td>Social Relations</td>
<td>Lineal Collateral Individualistic</td>
</tr>
<tr>
<td>People to Nature</td>
<td>Subjugation Harmony Mastery</td>
</tr>
</tbody>
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Cultural Adjustments

- Human Nature
  - Awareness of your own beliefs and the values of other cultures and subcultures
  - Trust, interpersonal relationships, organizational policies, contracts
- Time Orientation
  - Relationships among persons of different ages
  - Following tradition or being creative
  - Prioritizing for future for preserving the past
  - Advance planning or being spontaneous

Cultural Adjustments (cont.)

- Human Activity
  - Emphasis on doing versus being or becoming
  - Work ethics
  - Vacations, fun at work, and work-life balance
- Social Relations
  - Individual or organizational advancement
  - Loyalty to organization
  - Interpersonal relationships based on rank, seniority, and demographic background (e.g., gender, social class)
Cultural Adjustments (cont.)
- People to Nature
  - To predict and change nature, or to be in harmony
  - Religious or spiritual practices
  - Recycling and environmental protection

A Paradigm of Value Adaptations
- Adaptation by understanding value orientation differences
- Fluidity in value orientations
- Being content and finding meaning in the ever-changing world and global work environments
- Becoming multiculturally and globally competent
- A lifelong learning and adaptation process

Case Studies
- Break into small groups of 5 or so
- Review and discuss a case assigned to your group
- Apply concepts of the five value orientation dimensions
- What went well? What was problematic?
- Imagine you are one of the parties involved, what could you do based on learning about the value orientations
- Report to the whole group regarding some interesting discussions

Discussion and Conclusion

Thank you
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