



Austria

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Sample Cards

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click to play



Q **diversiCHOICE**



As a foreign women coming to a meeting in Austria you should expect to be accepted as a partner and decision-maker and plan your participation with this in mind.

True or False?

Click on your choice.





True. Today though Austrian women still lag behind men in earning power, things are changing quickly as many women's educational qualifications exceed men's. In addition, as a foreigner you will have special status and be respected for your position.

If you chose the better answer, keep this card. If not, discard it.





Austrians, generally speaking, tend to:

- A. Be eager for all and any kinds of change.
- B. See change as happening by itself and not needing management.
- C. Not think of change as good for its own sake.

Click on your choice.





C. Not think of change as good for its own sake. When proposing changes, then, clearly set out the need and reasoning for the change if it is not obvious. Some Austrians will be very uncomfortable, and even react emotionally when their sense of propriety, order and normal processes are challenged.

If you chose the correct answer, keep this card. If not, discard it.



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Titles can be many and bewildering in Austria and involve people's academic and professional degrees as well as their positions at work. As you may be expected to address some people by their titles, you carefully look over business cards and mail to make sure you use the proper titles if needed.

How do you think, feel, or react to this situation? Tell your team, and then keep this card.



diversiRISK –



Your stereotypes of Austria as an easy-going, romantic vacation spot come to an abrupt halt as you show up 15 minutes late for a meeting. Late is *zu spät* (too late) when working with Austrians, particularly so if you are a subordinate to the people you are working with.

How do you think, feel, or react to this situation? Tell your team, and then discard this card.





"Creative minds always have been known to survive any kind of bad training."

Anna Freud (1895-1982), Austrian-born psychoanalyst

After reading this card aloud, any team member, including you, may comment on it. Keep this card.



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Austrians can be both pessimistic and hopeful, often in the same breath. On one hand they may say, "*Das Leben ist wie ein Kinderhemd—kurz und beschissen*" ("Life is like a child's underwear--short and crappy".) but then add, "*Es ist noch nicht aller Tage Abend*". ("The day is not over yet".) Share with your group one thing that your culture tends to be optimistic about and one thing that seems pessimistic.

After you share, your teammates will raise their hands if their culture shares one or the other attitudes you described. Keep this card.





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