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# Finland

## diversophy®

### Sample Cards

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*click to play*



# Q

# diversi**CHOICE**



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You have just shared a great business idea with your Finnish colleagues but they don't seem as impressed as you were hoping for. They do want to know more and ask questions but there is no excitement in their voice or on their faces. This makes you feel confused and a little disappointed. You should:

- A. Answer their questions and tell them more about the idea.
- B. Give up and forget the whole idea.

*Click on your choice.*





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A. Your Finnish colleagues may be very interested in your idea but they may not express it the way you were hoping for. Finns show that they are considering the idea by asking questions, so it is important to answer their questions and tell them more about the idea. Don't let their lack of facial expression put you down.

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



# Q **diversiSMARTS**

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How do Finns view the work ethic?

A. Live to work.

B. Work to live.

*Click on your choice.*





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B. Finns usually work 37.5 hours a week and are not required to work overtime. Work is a means of making money to live on. Personal time is of greater value.

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



# diversiRISK +



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You're in a business meeting with a Finnish company close to reaching a deal. Your Finnish colleague suggests going to the sauna to finalize specifics. You agree. When you reach the sauna, the Finnish colleague undresses completely and invites you to do the same. Going completely naked to the sauna is natural for Finns. You feel uncomfortable and go in swimwear.

*How would you react in this situation? Tell your team, and then keep this card.*



# diversiRISK –



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Don't be surprised if you find it hard to make small talk in Finland. There are no words in the Finnish language for "small talk." Finns are far less likely to engage in it than other cultures. If you wish to try it with a stranger, the only really safe topic is the weather.

*How might you think, feel or react in this situation? Tell your team, and then discard this card.*



# diversiGUIDE



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Some Finns like to live by the proverb "A man is valued by his work, not his words." They like to let their actions speak for themselves.

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



# diversiSHARE



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The Finns have a special word "Sisu" which describes the Finnish spirit. It can roughly be translated as determination, perseverance, or acting rationally in the face of adversity. Read this card aloud. Does your culture have a word to define itself? If not, which word would you choose?

*After you read this card aloud, any team member, including you, may comment on how it can add to our sense of cultural competence. Keep this card.*





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