



Germany

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Sample Cards

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Q

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You are responsible for a group of workers from both western and eastern Germany at a plant in Leipzig. You can expect:

- A. That workers from the west show more initiative than workers from the east.
- B. That workers from the west are more flexible and enthusiastic than workers from the east.
- C. That workers from the west place more importance on work and less on leisure than those from the east.
- D. All of the above.
- E. None of the above.

Click on your choice.





E. None of the above is the correct answer. Surveys conducted among west German managers have indicated that many of the stereotypes about east German employees are not true. In order to beat the communist system under which they lived for 40 years, east Germans had to be innovative and flexible.

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



Q

diversi**SMARTS**™



What was Helmut Schmidt, former Chancellor of Germany, referring to when he said: “We Germans are in the midst of one of the greatest tests of our history”?

- A. The introduction of the Deutschmark after World War II.
- B. The process of reunification between East and West Germany.
- C. The replacement of the Deutschmark by the Euro.

Click on your choice.





B. The process of reunification, is correct. The costs of this process have caused a great deal of resentment in society with many westerners reluctant to support the “Ossis” (people from the former East Germany). The quote was part of a call for solidarity amongst all Germans in meeting the challenge of reunification.

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



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Although sometimes irritated by the length of time it takes Germans to get to the focal point in a conversation, you accept this as a standard communication pattern and try not to rush your counterparts to “get to the point.”

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





Negotiating with a German bank, you emphasize the opportunities to make quick profits if they support you. They reject your proposal. You leave the meeting, commenting about Germans not knowing “how to do business”, as you don’t know that Germans prefer long-term stability to short-term profits. They see their role as providing a stable basis for long-term slow growth and wealth creation.

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





“It takes time to do a thing well” is a German proverb indicating the importance of careful consideration before presenting a finished idea or product.

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





Germans tend to be reluctant to take risks and plan very carefully to minimize them. Before making decisions, they wish to have as many detailed facts about projects as possible, rather than acting on their intuition. How do people from your culture go about taking risks?

After you share, any teammates who agree with your point of view will lift one hand with the thumb up, as Germans might do, to show you that they like what you said. Keep this card.





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