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# Sweden

## diversophy®

### Sample Cards

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***click to play***



# Q

# diversi**CHOICE**



You have confronted a Swedish colleague about something you think is wrong. You are upset and raise your voice. Your colleague just walks off. What is the probable reason?

- A. He doesn't think you are worth his time.
- B. He is uncomfortable because he thinks you are picking a fight.
- C. He has something important he has to attend to.

*Click on your choice.*





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B. He is uncomfortable because he feels like you are picking a fight. Even though A and C could be possible in individual cases, most Swedes will avoid conflicts whenever possible.

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



# Q diversiSMARTS



At a Swedish dinner, you are offered a butter knife with a large lump of butter on it. You should:

- A. Butter your bread with it and hand it back.
- B. Put the butter on your plate and hand it back.
- C. Accept this knife as yours and give them your clean one in return.

*Click on your choice.*





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**A.** Butter your bread with it and hand it back is the proper etiquette.

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



# diversiRISK +



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You are approaching a potential Swedish client with a service you offer. You avoid using superlatives when talking about what you can do and you are careful not to exaggerate. Good job. You will get farther with Swedes by being modest. Hard sell is usually counter productive.

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



# diversiRISK –

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Your Swedish boss asks you for your opinion about some of his ideas. You don't think it is wise to tell him that you disagree. Sorry, but you should have spoken up. Swedish managers want and expect feedback, including disagreements.

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



# diversiGUIDE

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*"Tala är silver, tiga är guld."*

To speak is silver; to remain silent is gold.

*Swedish proverb*

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



# diversiSHARE



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*Lagom* is a Swedish word which describes the Swedes' appreciation for everything in moderation. *Lagom* represents a point, where everything is "just right." How do you describe "just right" in your culture?

*After you share, your teammates will say, "lagom är bäst!," meaning "lagom is best." Keep this card.*





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