



Switzerland diversophy®

Sample Cards

Editor: Dr. George Simons

click to play



Q

diversi**CHOICE**



You are moving into a new home in Switzerland. Being somewhat of a do-it-yourself home repair person, you decide to rewire part of the house and phone system. You are:

- A. Off to a good start, exercising Swiss virtues of independence and self-reliance.
- B. Saving a bundle of money.
- C. Breaking the law.

Click on your choice.



Though you may indeed be saving some money, the important point is that you are C. Breaking the law. The Swiss tend to be very clear about whose job it is to do what, but in this case there is also a safety reason for the legislation.

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



Q

diversiSMARTS



Working in a Swiss multinational you discover that your Swiss colleagues call each other as well as you by your first name when speaking English, but refer to everyone by family name when speaking German. This is a courtesy to visitors from English speaking countries where first names are customary in the workplace.

True or False?

Click on your choice.



True. As the numbers of English speakers increase or if the organization chooses English as its official language, a more complete shift to first names may occur.

If your teammates agree that you got the concept, keep this card. If not, discard it.



diversiRISK +



You know the importance of the sense of family which permeates the French Swiss organization you are working for. You take time to be with people and make sure not to miss the Friday afternoon *apreos* (drinks) before starting the weekend.

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



diversiRISK –



In Switzerland, tens of thousands of video cameras are installed in risky places, car parks, tunnels, around banks, etc., to discourage misbehavior. As common values tend to be diluted, more devices for social control are evident.

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



Ohne Herkunft keine Zukunft. (Without origins there can be no future). This German saying is a good way to describe the importance the Swiss attach to knowing who others are, their backgrounds and education in order to work with them.

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



diversiSHARE



In Switzerland, people will often try to cite a rule to tell someone not to do something or behave in a certain way, rather than telling the person that they don't like his or her behavior. Share with your team your preferred way of telling someone that you don't like or are uncomfortable with their behavior and you want them to stop.

As and after you share, your teammates can disagree with you in the way they find most comfortable. Keep this card.





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Dr. George Simons

GEORGE SIMONS INTL

Tel USA +1 831 531 4706

Tel EU +33 4 92 97 57 35

Skype: gfsimons

