



The USA diversophy®

Sample Cards

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click to play





On a short visit to the US your host shows you to a private work space and gives you his or her phone number, “in case you need anything.” This is because:

- A. Your host is busy and no one wants to spend time with you – stay out of the way.
- B. Your host doesn't want you to get too familiar with people in the organization – try not to look curious.
- C. US business people generally value individual space and believe people are most productive when undisturbed – take advantage of the resources offered.

Click on your choice.



a

diversiCHOICE



C. Though A. or B. could happen under rare circumstances, C. US business people generally value individual space and believe that people are most productive when undisturbed, is the best response. Giving privacy is a sign of respect in the US and importance is attached to the amount of private space one has at work.

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



A US co-worker sees you on the street and says, “Hi, how are you?” You should answer:

- A. “Fine, how are you?”
- B. Describe your health or family problems.
- C. Talk about your moods: happy, sad, etc.

Click on your choice.





A. “Fine, how are you?” is best, unless the co-worker is the company physician. This phrase is used in the US mostly as an “ice breaker, ” i.e., a way to greet someone or to start a casual conversation, and is not meant to be taken as a literal request for a report on your condition.

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



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In US businesses, people may be very busy, but they tend to do one thing at a time and stick to schedules and agendas. You discipline your tendency to move from point to point and make comments about other issues that are not strictly related to the topic at hand. You have a successful meeting with your US counterparts.

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





As a manager from a culture where age is much respected, you have just told your US subordinates some of the wisdom handed down by your mentors, parents and grandparents. Valuing authority, age and tradition less than you do, they are not impressed.

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



“Europe has what we do not have yet, a sense of the mysterious and inexorable limits of life, a sense, in a word, of tragedy. And we [US Americans] have what they sorely need: a sense of life's possibilities.”

James Baldwin, African American writer

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



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US industrialist Charles Kettering once remarked, “My interest is in the future, because I’m going to spend the rest of my life there.” Most US people pay more attention to creating the future than to holding on to the past or enjoying the present. Tell your team: Do you feel more drawn by the past, the present or future, and why?

After you share, the other players acknowledge you with a US Latino gesture that shows a future date, making little jumps with the extended index finger, e.g., 3 times for 3 days hence. Keep this card.





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