

Asian Values vs. Western Values

Group Orientation		Individual Orientation	
<i>How We View Ourselves & Our Responsibility</i>			
Inclusion Achievement of goals set by others Obligation to group Act cooperatively		Autonomy Achievement of individual goals Trained to be individuals Individual initiative and responsibility	
Duty & Obligation		Rights & Privilege	
<i>What Makes Society Work</i>			
Relational responsibility Duty to others Motivation based on obligation Self-sacrifice for the good of group		Responsible to self Personal Rights Motivation based on feelings High expectation of freedom	
Hierarchy		Equality	
<i>How Power is Distributed</i>			
Submissive to authority Emphasis on positions in relationships Accepts rules and propriety Direction from above		Questions authority Play down positions of superior and subordinate Dislike for rules and subjection Equality implicit in the group	
Deference		Self-Assertion	
<i>The Way Communication and Conflict are Conducted</i>			
Passivity and yieldedness Adherence to social politeness Emphasis on self-effacement Indirect		Aggressive and expressive Assertive Open and accessible to others Direct	
Harmony (Relationship)		Efficiency (Task)	
<i>Valuing the Individual's Contribution</i>			
Experience/Intuition Focus is on building relationships Interconnected and holistic Avoid conflict		Reason Focus is on keeping good time Linear and compartmentalized Engage in conflict	
Shame		Guilt	
<i>The Way Good and Bad are Perceived and Processed</i>			
Responsible for corporate sin A result of identity "You are bad." Becoming a person of honor		Responsible for individual sin A result of individual action "You did something bad." Having a clear conscience	

The Spectrum of Cultural Values

On each scale, mark the following:

- Mark the number 1 to indicate your personal tendency/preference
- Mark the number 2 to indicate how you operate at work because of a possible mitigating or warring cultural value
- Mark the number 3 to indicate your cultural or ethnic background upbringing

