

Cultural perspective cards

This activity helps you improve cultural sensitivity and adaptability in your mentoring. You'll use cultural scenario cards that describe different situations, such as a mentee avoiding eye contact or being hesitant to share feedback. By reflecting on each scenario, you'll consider how to adapt your communication to make the mentee feel comfortable and respected.

Through this exercise, you'll build a set of strategies for handling diverse cultural interactions. You'll become more aware of cultural differences, approach situations with understanding, and confidently foster an inclusive mentoring environment.

Process:

Below, you'll find a set of cultural scenario cards with short descriptions of different communication styles. You can view, download, or print them for easy use.

1. **Choose a Card:** Pick a card, read the scenario, and think about your first reaction. For example, if a mentee avoids eye contact, do you assume they are disengaged or uninterested?
2. **Consider Cultural Differences:** Think about cultural factors that might explain the mentee's behavior. Use your knowledge or a guide to understand why certain behaviors are normal in different cultures.
3. **Plan Your Response:** Write down how you would respond to the mentee in this situation, focusing on adapting your communication to make them feel comfortable and respected.
4. **Practice with More Cards:** Repeat the process with different cards to build your skills and become more adaptable in cross-cultural mentoring.

Outcome:

This activity helps you develop cultural awareness and learn how to adjust your communication style to create an inclusive and supportive mentoring environment.



Scenario 1: Eye contact

Your mentee avoids making eye contact during conversations, often looking down or away while speaking.

What do you think this behavior means? How might it affect your perception of their engagement?

Scenario 2: Silence in conversations

Your mentee frequently pauses before responding to your questions and rarely speaks unless directly asked.

How do you interpret their silence? Does it make you feel uncomfortable or uncertain about their understanding?

Scenario 3: Giving and Receiving Feedback

Your mentee seems uncomfortable when receiving direct feedback and downplays their achievements.

How do you usually give feedback? How might cultural attitudes toward criticism affect their response?

Scenario 4: Decision-Making Styles

Your mentee prefers to consult with others before making decisions rather than deciding independently.

How do you feel about their approach? What factors might influence their decision-making process?

Scenario 5: Form of Address and Communication Style

Your mentee addresses you very formally and avoids casual conversation, even after several meetings.

How does their formality impact your mentoring relationship? What cultural factors might influence their communication style?

Scenario 6: Punctuality and Time Perception

Your mentee often arrives late to meetings or frequently requests schedule changes.

How do you feel about their approach to time? How might cultural differences play a role in their view of punctuality?

Scenario 7: Expressiveness and Body Language

Your mentee uses animated hand gestures and speaks with a loud voice during discussions.

How do you perceive their enthusiasm? Does it align with your usual communication style?

Scenario 8: Views on Authority:

Your mentee seems hesitant to challenge your suggestions or ask questions, even when they might disagree.

How does your mentee's perception of authority influence their engagement? How can you encourage open dialogue?