



Cultures and wellbeing

Presentation Mentor Meeting April
2024

What is Culture?

Simply said, culture is how you were raised. It developed while you grew up.

With a computer metaphor, culture is the software of our minds. We need shared software in order to communicate.

So culture is about what we share with those around us.

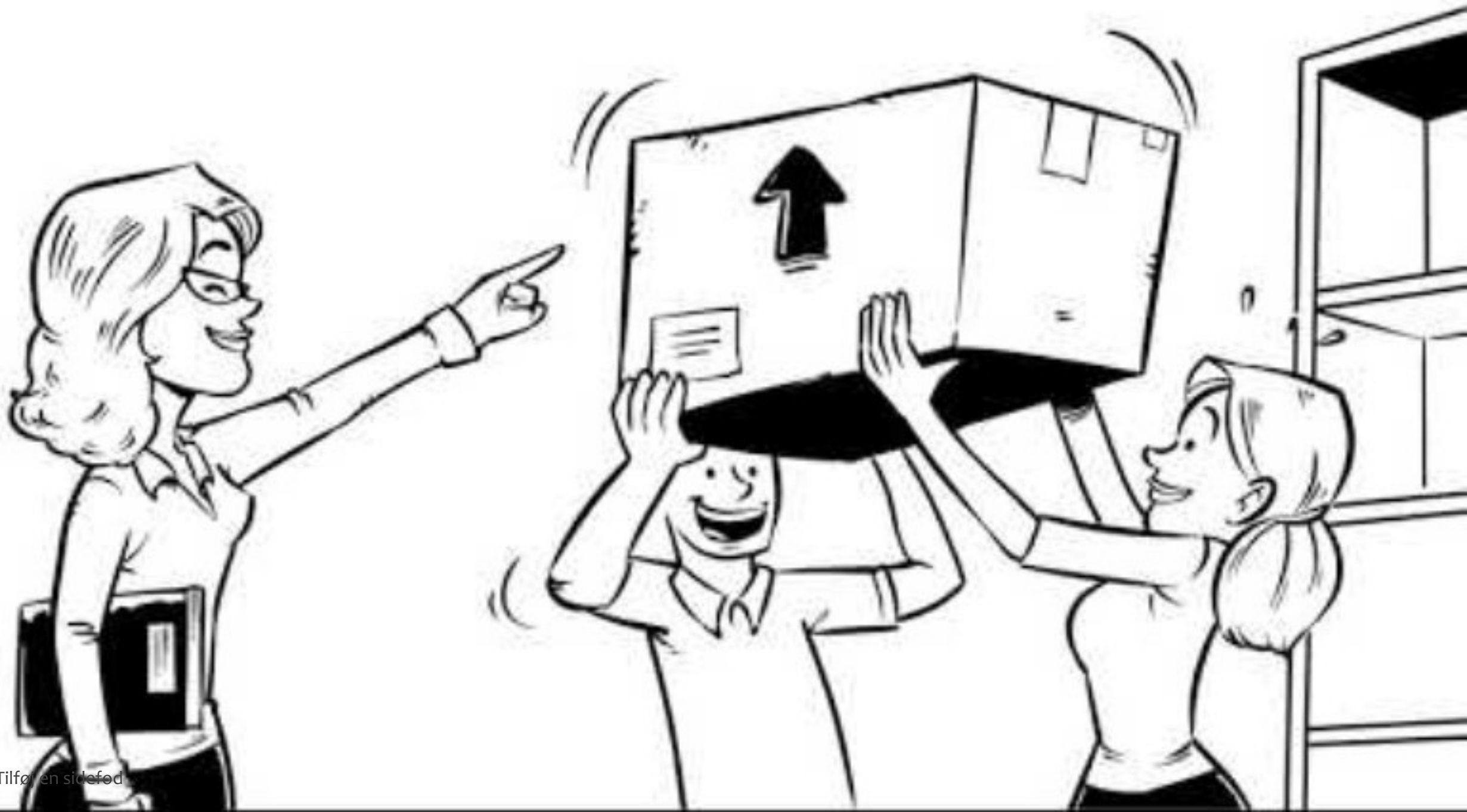
In action in social life, culture constitutes the unwritten rules of the social game.

Gert Hofstede

**Tell your neighbor what motivates
you about being a mentor.**







Model for cultural dimensions by Geert Hofstede

- Time horizon
- Power distance
- Individualism/collectivism
- Masculinity
- Uncertainty

<https://geerthofstede.com>

Short and long term orientation

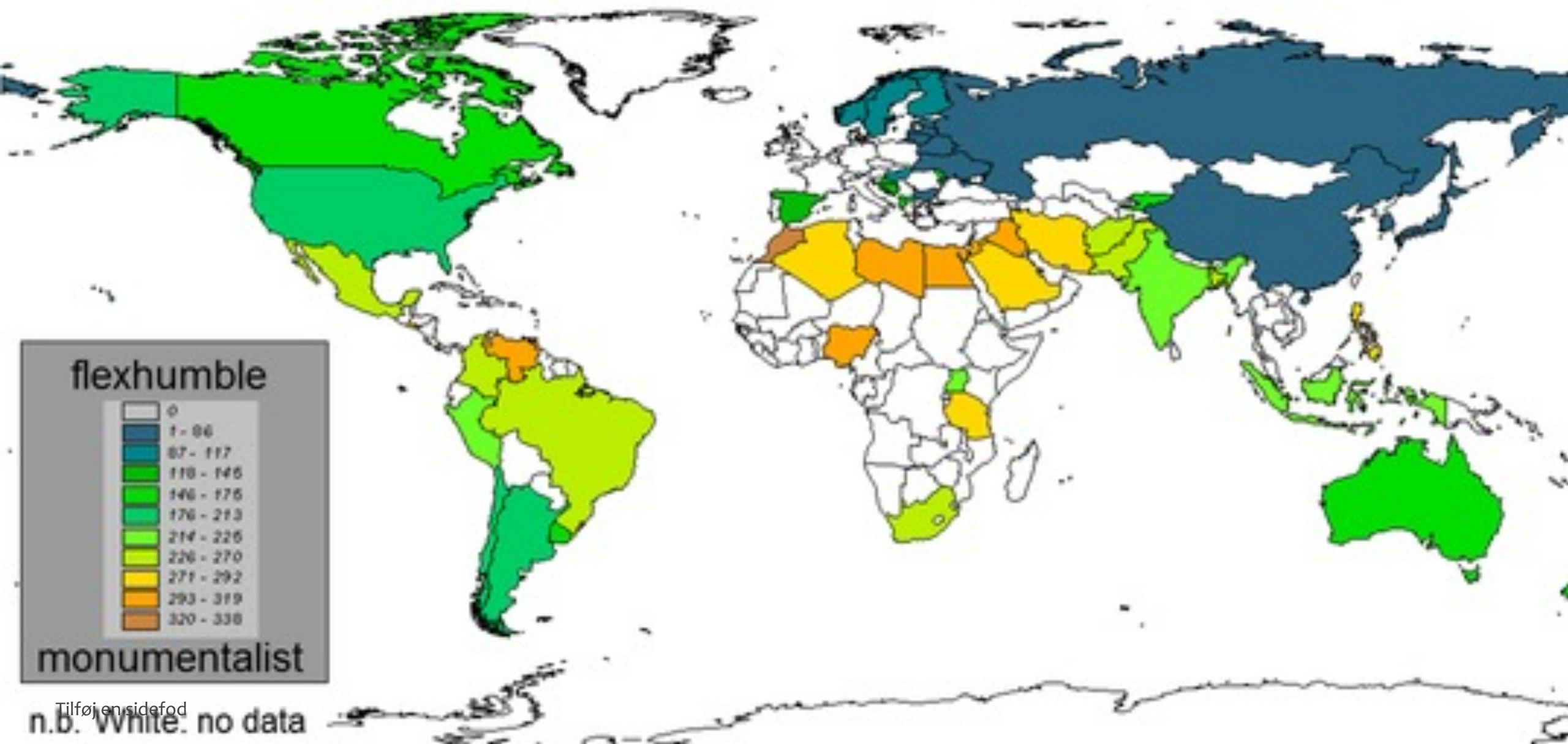
Long term orientation - Monumentalism

- Virtues related to future recognition
- Development
- Acting now
- Show face
- Personal network
- Focus on status
- Moderation

Short term orientation - flexhumility

- Virtues related to present and past
- Tradition
- Harvest now
- Avoid losing face
- Personal stability
- Social obligations
- Reciprocate greetings, favors, and gifts

Short-term orientation (Monumentalism) – Long-term orientation (Flexhumility) World map (based on WVS)



Tilføjer sidefod
n.b. White: no data

Power Distance



Large power distance

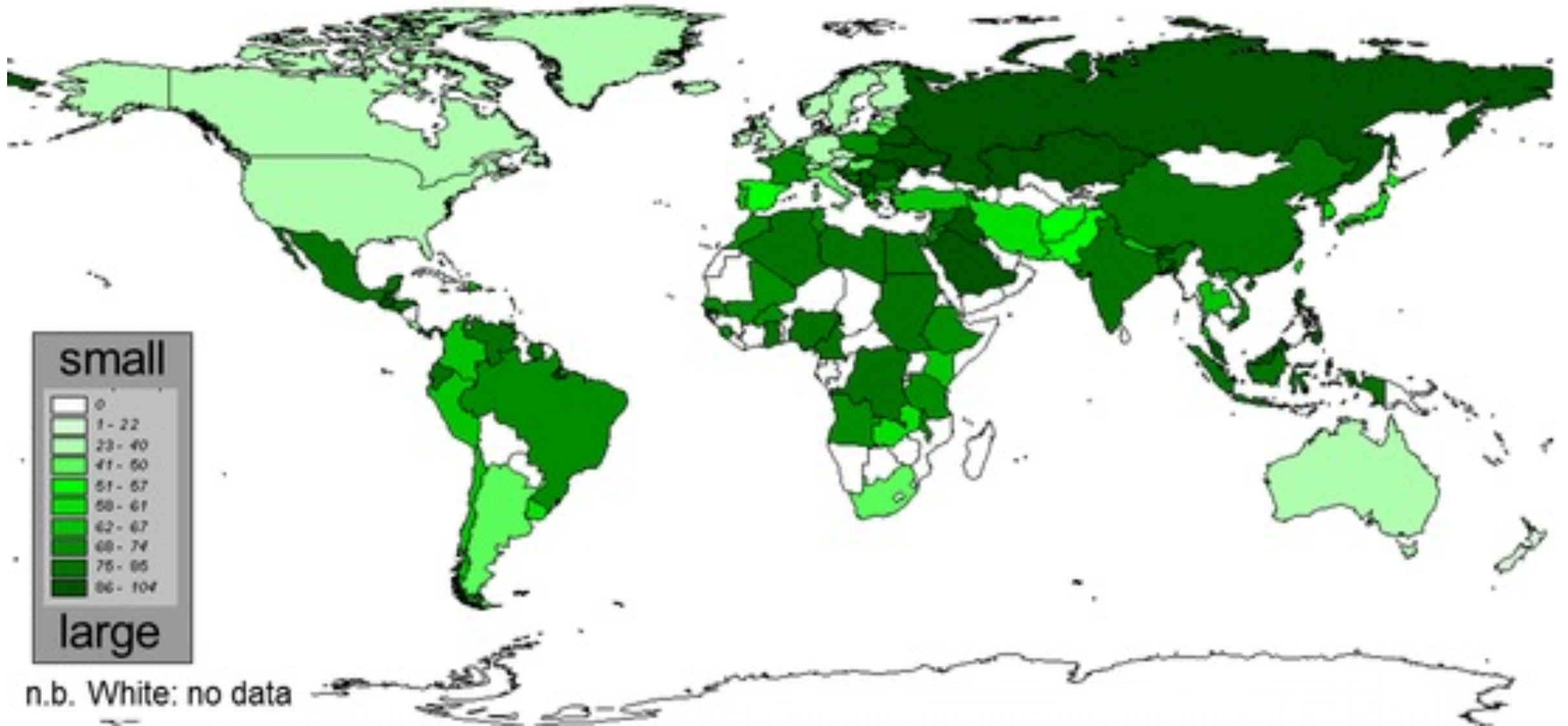
- Hierarchy
- Ranking is natural
- Power is unevenly distributed
- Subordinates receive directives
- Privileges and status symbols are given to managers
- Centralization



Small power distance

- All people are equal
- Flat structure
- Employees are more self-driven
- Subordinates are consulted
- Few individual privileges and status symbols
- Decentralization

Power Distance World map



Individualism - Collectivism



Individualism

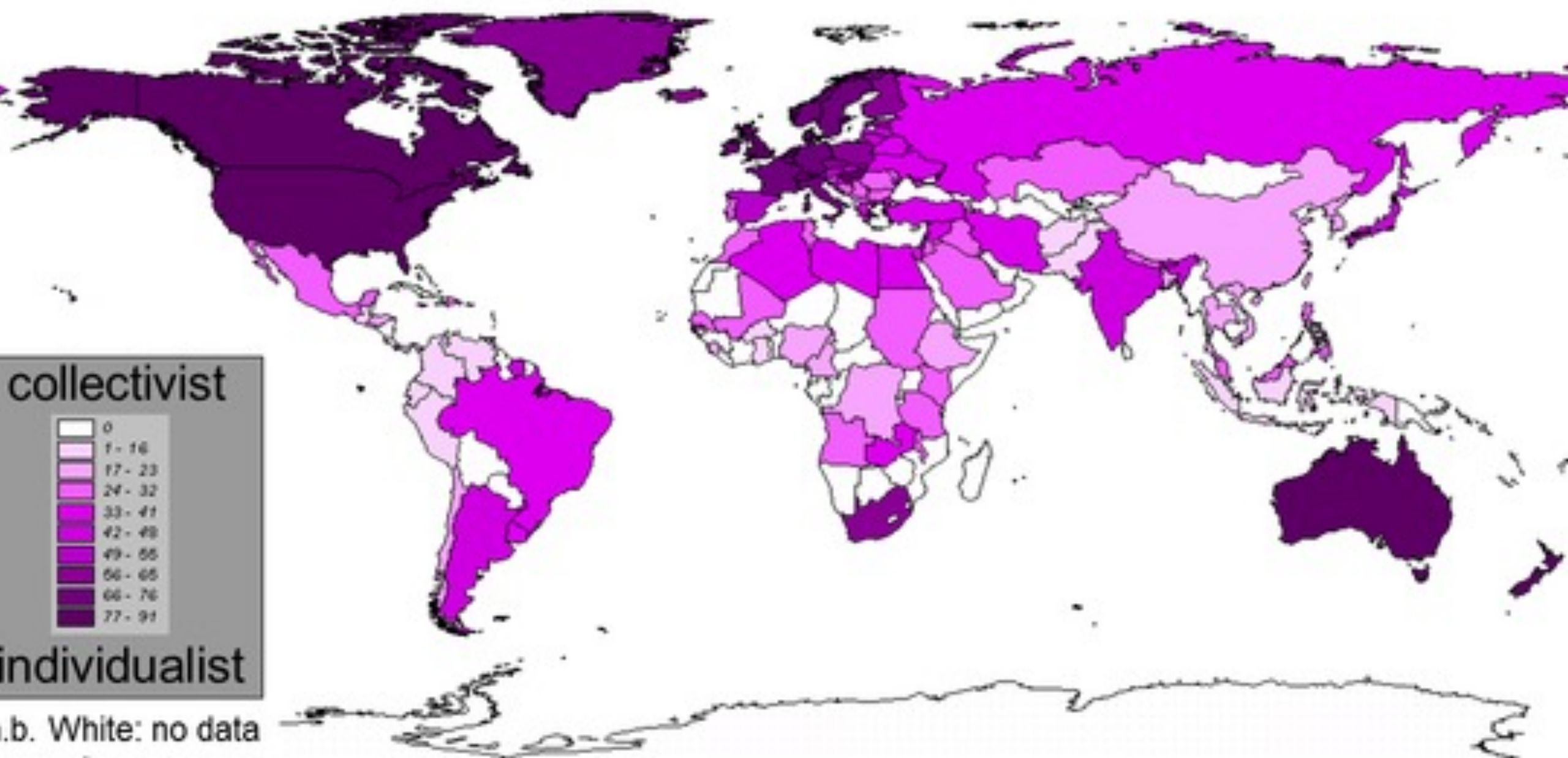
- "I"
- Taking care of oneself
- Individual decisions
- Employment and promotion based on individual skills
- Individual leadership
- Task matters more than the person



Collectivism

- "We"
- Taking care of each other
- Group decisions
- Employment and promotion based on group considerations
- Group leadership (self-coordinating groups)
- The person matters more than the task

Collectivism – Individualism World map



Femininity - Masculinity

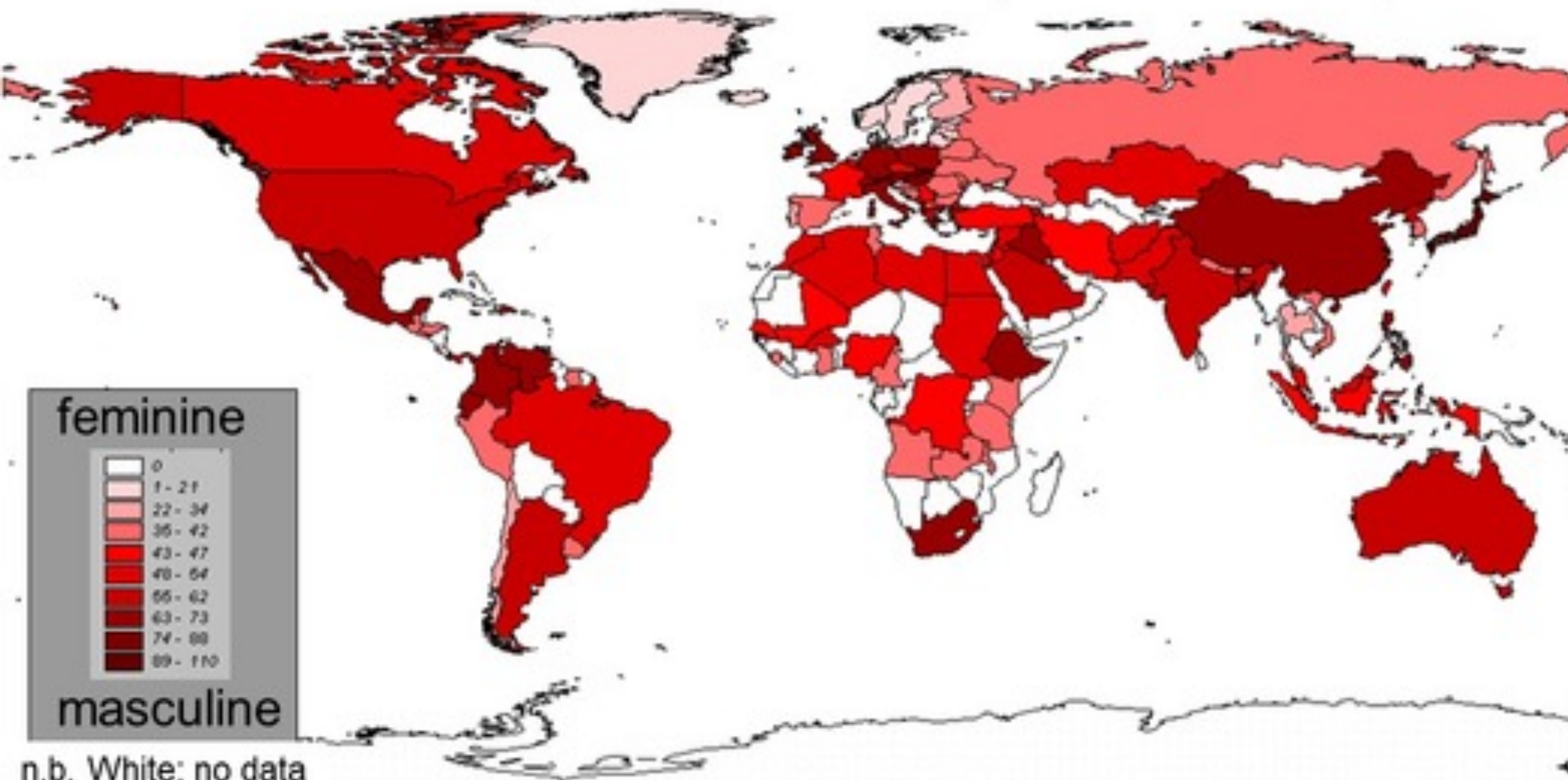
Masculinity - matrialisme

- Self-aggrandizement and intra-competition
- Men are dominant in the culture
- Live to work
- Leaders are decisive
- Conflicts are resolved through confrontation
- Quantity

Femininity (Humanisme)

- Caring for others
- Gender equality
- Work to live
- Leaders use intuition and strive for consensus
- Conflicts are resolved through compromises
- Quality

Femininity - Masculinity World map



Uncertainty and Avoidance



High uncertainty avoidance

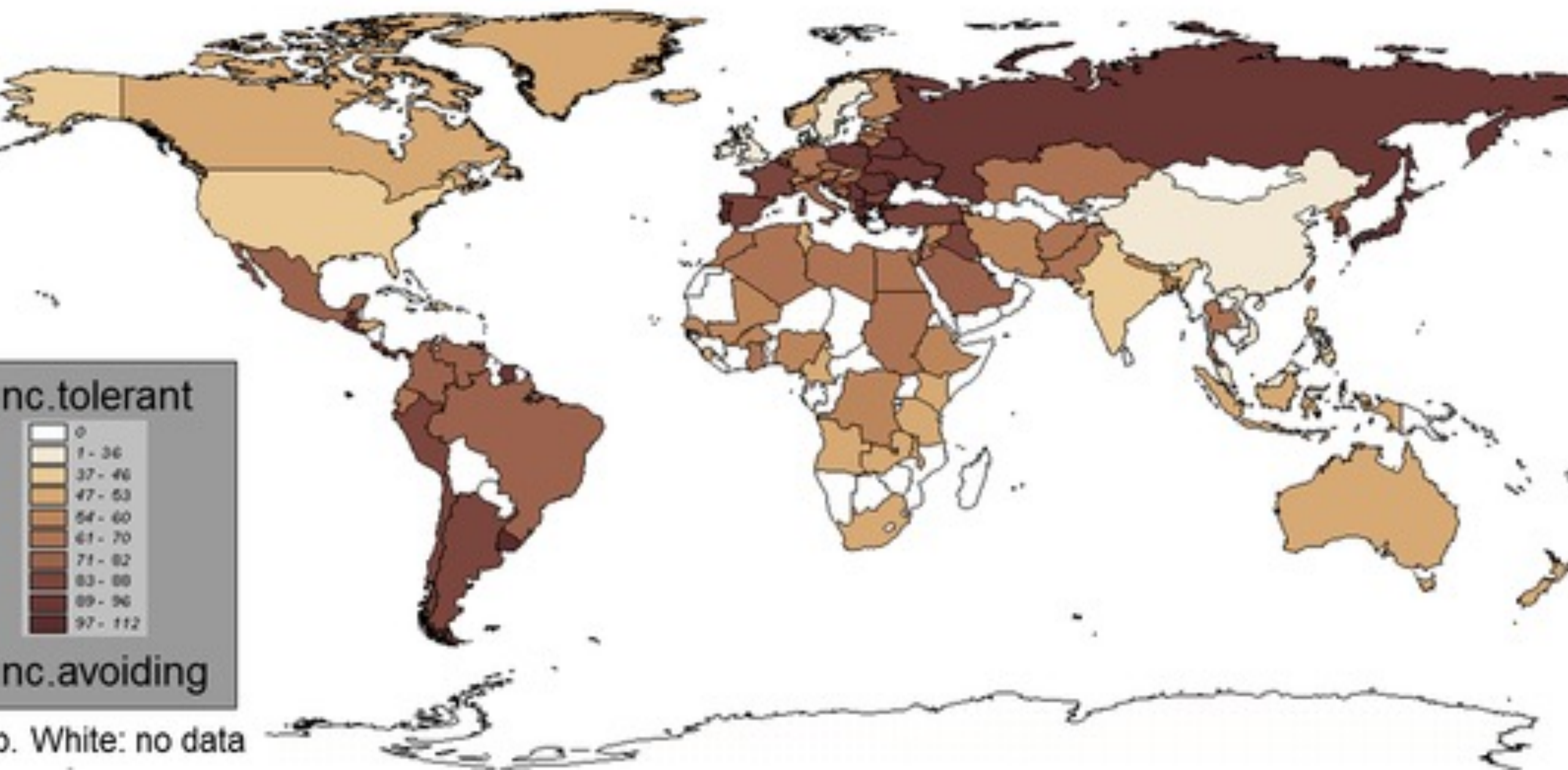
- Feels threatened by uncertain situations
- Relies on rules and fixed structures
- Believes in expertise
- Need for busyness
- Motivation through security
- Resistance to innovation

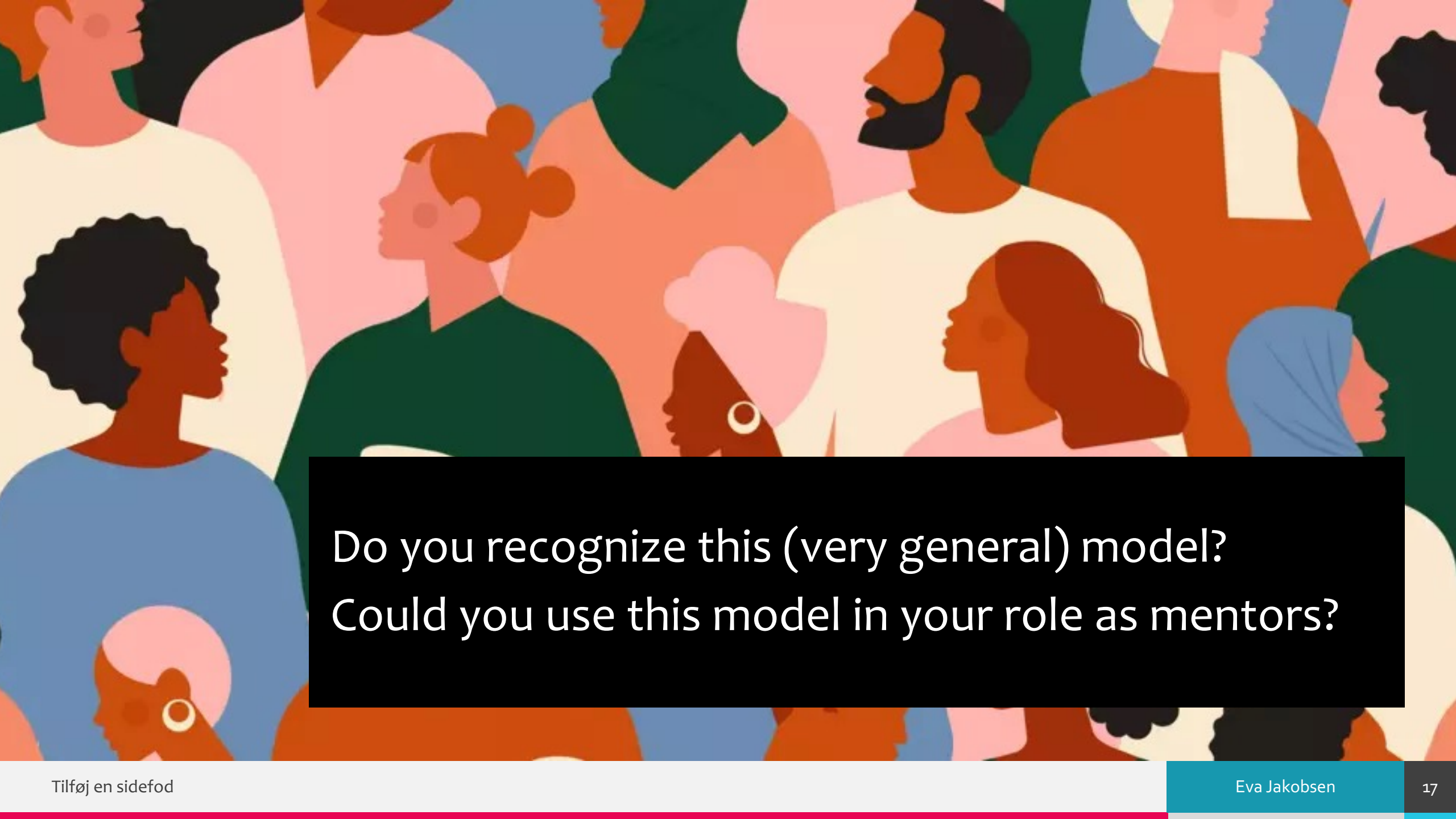


Low uncertainty avoidance

- Sees the world as full of opportunities
- Rules are not fixed and change if they do not work
- Believes in common sense
- Need for contemplation
- Motivation through achievement
- Open to innovation

Uncertainty Avoidance World map





Do you recognize this (very general) model?
Could you use this model in your role as mentors?

Which types of mentees do you get along with best? And why?



Is there a type of mentee that you find challenging, and why?





New Generation Z– how do you experience them?

The tower of Babel





Thank you for your attention.

