

Context	Where am I most comfortable on the range, or spectrum?	How important is this to you <sup>1</sup> ?	Where do I think the other person sits?	How important is this to them?
Conflict resolution <sup>2</sup>	Interests ----- Power/Rights		Interests ----- Power/Rights	
Context for meaning	High ----- Low <sup>3</sup>		High ----- Low	
Norms/values	Individual ----- Group		Individual ----- Group	
Decision making	Consensus ----- Individualistic		Consensus ----- Individualistic	
Communication	Precision ----- Ambiguity		Precision ----- Ambiguity	
Instructions	Verbal ----- Written		Verbal ----- Written	
Planning	Detailed in advance ----- spontaneous		Detailed in advance ----- spontaneous	
Organisation	Authoritarian ----- Rebelliousness		Authoritarian ----- Rebelliousness	
Relationships	Hierarchical ----- Collaborative		Hierarchical ----- Collaborative	
When giving feedback	Direct ----- Indirect		Direct ----- Indirect	
Process	Formal ----- Informal		Formal ----- Informal	
Time	Fixed ----- Flexible		Fixed ----- Flexible	

<sup>1</sup> Very, Not, somewhat

<sup>2</sup> When arguing, trying to convince

<sup>3</sup> High context means the context is very important to the communication – you need to be able to understand all the things going on at the same time as the words, which are not spoken. Low context means the words contain all the meaning, you don't need anything more.

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Space	Open ----- Closed		Open ----- Closed	
Thinking	Linear ----- Non-Linear		Linear ----- Non-Linear	
Orientation	Gestalt/ big picture ----- Detail		Gestalt/ big picture ----- Detail	
Personal information	Open ----- Closed		Open ----- Closed	
Emotional expression	Demonstrative ----- Restrained		Demonstrative ----- Restrained	
Child rearing	Permissive ----- Directive		Permissive ----- Directive	
Outsiders	Exclusive ----- Inclusive		Exclusive ----- Inclusive	
Humour/play	Appropriate ----- Inappropriate		Appropriate ----- Inappropriate	