CULT_RISK

Multicultural Quiz

Check Your Cultural Knowledge

Cultural Risk in the Organisation in the Globalisation Era – Competences vs. Reality

The concept of the CULT_Risk project stems from the fact that there is currently a huge migration taking place into Europe as people from the Middle East and Africa come to Europe seeking a better life. In the near future, this will lead to large numbers of people being employed by 'national' organisations. This might cause a lot of misunderstandings between workers, resulting from a lack of cultural competences and skills that allow them to cope with cultural risks in the organisation.

The primary result of the project is the development of an online platform where people can gain basic knowledge about culture, cultural differences and learn how to deal with these differences, in the workplace. The course is divided into 8 independent modules.

In this brochure you can test your cultural knowledge, so you will know which modules you should pay special attention to.

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Module 1 - Cross-Cultural Awareness

Fill the correct word in the gaps:

1. There are ____ definitions of ____ . Culture includes our ____, fine ____, fashion, religion, food and ____.
a) 5   *b)* 164   *c)* 29   *d)* art   *e)* prejudice   *f)* traditions
g) arguments   *h)* drink   *i)* horoscope   *j)* internet   *k)* culture

2. Cultural ____ (CI) or Cultural ____ (CQ) is the ____ to ____ effectively in ____ settings.
a) education   *b)* quotient   *c)* disorganisation   *d)* function
e) multicultural   *f)* sensitivity   *g)* problematise   *h)* intelligence
i) monocultural   *j)* capability

3. **Individuals with a ____ cultural ____ (CQ) have ____ of drive, ____, strategy and knowledge. They can ____ in any ____ more ____, using more ____ strategies, than those with ____.**
a) higher   *b)* qualities   *c)* capabilities   *d)* function   *e)* environment
f) braver   *g)* effective   *h)* lower   *i)* successfully   *j)* quotient
k) destroy   *l)* action

Module 2 - Understanding Different Cultures

Select the correct answer:

1. An immigrant is someone that:

a) enters a country to live and work there
b) visits a country to travel
c) anyone entering a country
d) enters a country with his/her family to live and work there

2. Tolerance is similar to acceptance.

a) true
b) false

3. Which of these is NOT a cultural factor affecting the workplace?

a) personal distance
b) going home after work
c) quality of work

Module 3 - Working with Stereotypes

Select the correct answer:

1. Stereotypes are arbitrary ways of categorising individuals.
   a) true
   b) false

2. We often hold stereotypes about other people.
   a) true
   b) false

3. Which of the following statements is false?
   a) Cultural stereotypes derive from a mixture of facts, experience and history.
   b) Cultural stereotypes are oversimplified opinions to categorize other groups.
   c) Cultural stereotypes can be unconscious.
   d) Cultural stereotypes do not play an important role in multicultural organisations.

Module 4 - Communication Skills

Select the correct answer:

1. Which of these is NOT a communication style?

a) *The Aggressive*
b) *The Intuitive*
c) *The Passionate*
d) *The Functional*

2. The best communication style is:

a) *The Assertive*
b) *The Aggressive*
c) *The Dominate*
d) *None of them*

3. Which communication style likes facts and numbers?

a) *The Analytical*
b) *The Aggressive*
c) *The Personal*
d) *None of them*

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Module 5 - Teamwork and Social Integration

Select the correct answer:

1. Which of the activities listed does not include change management?
a) planning and organising
b) commanding and coordinating
c) ruling and punishing

2. Emotional intelligence includes:
a) self-evaluation
b) self-awareness

3. Which diversity management approach is considered the best?
a) parochial
b) synergistic
c) ethnocentric

4. The primary management style used in Japan is described as using:
a) functional group activities
b) coaching, parenthood
c) leadership, friendliness

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Module 6 - Leadership and Hierarchy

<u>Select the correct answer:</u>

1. What are the examples of practices?

a) stories, legends, sagas and myths
b) natural and manufactured objects, physical settings, performers and functionaries
c) jargon and slang, gestures, signals, signs, songs, humour, jokes, gossip, rumour, metaphors, proverbs and slogans
d) rituals, taboos, rites and ceremonies

2. Who introduced the concepts of cultural dimensions?

a) Henry Mintzberg
b) Geert Hofstede
c) George R. Terry
d) Stephen G. Franklin

3. Which of the listed countries have a high-power distance index?

a) UK, Denmark
b) France, Japan
c) Italy, USA
d) Australia, Italy

Module 7 - Learning Styles

<u>Select two correct answers:</u>

1. Which learning styles prefer concrete experience?
    a) *Accommodating*
    b) *Assimilating*
    c) *Converging*
    d) *Diverging*

2. Which learning styles prefer reflective observation?
    a) *Accommodating*
    b) *Assimilating*
    c) *Converging*
    d) *Diverging*

3. Which learning styles prefer abstract conceptualisation?
    a) *Accommodating*
    b) *Assimilating*
    c) *Converging*
    d) *Diverging*

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Module 8 - Qualities in the Workplace

<u>Select the correct answer:</u>

1. A measure of operational excellence or productivity. This is the definition of:

a) efficiency
b) effectiveness
c) precision

2. Efficient but ineffective management means:

a) succeeds at minimum cost; the company thrives
b) cost under control but fails to succeed; the company is bankrupting slowly

3. Which ability enables someone to interact effectively in a way that is acceptable to others when they are working in a group whose members have different cultural backgrounds?

a) cultural abilities
b) expert know-how
c) managerial abilities

How well did you do?

Check the correct answers at the bottom of the page. Now that you know what level your knowledge of culture and various aspects related to cultural risk in the workplace is. To increase your knowledge, skills and gain understanding of how learning styles or teamwork can affect the quality of work in a multicultural organisation, go through the entire training course at **www.cultrisk.eu**.

Module 1: 1 - b, k, f, d, h;   **2** - h, b, j, d, e;   **3** - a, j, c, l, d, e, i, g, h.
Module 2: 1 - a;   **2** - b;   **3** - b.
Module 3: 1 - a;   **2** - a;   **3** - d.
Module 4: 1 - c;   **2** - d;   **3** - a.
Module 5: 1 - c;   **2** - b;   **3** - b;   **4** - a.
Module 6: 1 - d;   **2** - b;   **3** - b.
Module 7: 1 - a, d;   **2** - b, d;   **3** - b, c.
Module 8: 1 - a;   **2** - b;   **3** - a.

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