

Tools for Intercultural Training

Intercultural Press: <http://www.interculturalpress.com>

Offers a wide variety of books and resources focusing on intercultural issues. New book releases include:

52 Activities for Exploring Values Differences (2003) by Donna Stringer and Patricia Cassiday.

Exploring Culture: Exercises, Stories and Synthetic Cultures (by Gert Jan Hofstede, Paul Pedersen, and Geert Hofstede).

Coaching Across Cultures: New Tools for Leveraging National, Corporate & Professional Differences (2003), by Philippe Rosinski.

The Yin and Yang of American Culture: A Paradox (2001) by Eun Y. Kim.

Cross-Cultural Simulations

BAFA BAFA: (Simile II). Participants are divided into two cultures, Alpha and Beta, and are taught the distinctive characteristics of the culture. This simulation is designed to demonstrate how easy it is to learn to identify with a particular culture and to judge another through one's cultural lens (2-3 hours, 16-40 people).

ALBATROSS: (Beyond Experience). Visitors to an imaginary culture (Albatross) are greeted with an elaborate ceremony. This exercise allows participants to observe the culture, interpret behavior, and discuss their assumptions or what they observed. It demonstrates how easy it is to interpret incorrectly (about 1 hour, 5-40 people).

AID TO MINORIANS: (Intercultural Sourcebook). People of the poor, under-developed Minoria are "assisted" by the more fortunate Majorians in planning a major project to benefit Minoria. This simulation is designed to make participants aware of the helper-helpee relationship and the cultural assumptions that lie behind efforts to help others (1 ½ hour, 8-40 people).

STAR POWER: (Simile II). Participants have a chance to progress from one level of society to another by acquiring wealth through trading with other participants. Groups are formed based on economic status and develop unique characteristics. When the most "successful" are allowed to change the rules of the game, conflict usually results. This exercise

demonstrates how groups develop a “culture” and enables participants to deal with their assumptions about the use and abuse of power (2+ hours, 18-40 people).

IDE-GO: (Intercultural Sourcebook). Participants are divided into two culture groups with the behavioral norms that simulate Northern American and Latin American cultures. It provides insight into the interaction process between North and South Americans. (1 ½ hour, 8-40 people).

SOMIAN EXERCISE: (Intercultural Sourcebook). Three culture groups (dominant and two minorities or foreign groups) develop conflict over behavior of children in the dominant cultural system. The participants serve as representatives of the cultures in a meeting to discuss the problems. This exercise offers participants an opportunity to deal with stereotyping, differing perceptions, and cross-cultural conflict (9-30 people).

XIAN GAME: (Intercultural Sourcebook). This exercise offers an opportunity to find the cultural keys to an exotic country. It focuses on cultural and perceptual differences (4 players, unlimited observers).

BARANGA: (Intercultural Press). The cross-cultural simulation illustrates that although people may appear similar, they may differ significantly. Participants are divided into groups and given different rules to play a card game. The groups then try to interact nonverbally to learn the different cultural rules. This demonstrates how assumptions of similarity can lead to misunderstanding. (20-40 people).

HUNGER ON SPACESHIP EARTH: (American Friends Service Committee). This simulation on poverty and hunger in the world demonstrates the differences between rich and poor. (During meal time, 30 or more people).