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**Working in New Zealand | Work in New Zealand | New Zealand Now**

To fit successfully into a job here you'll need to be aware of those differences and prepared to adjust to the New Zealand way of working. One thing your employer and work colleagues will be looking for is the positive, 'can do' attitude that's made Kiwi well-loved employees wherever they travel.

Govt

**Lifeswap Episode 10 - Group Effort**

Having mastered how to sing a "waiata" (German for waltz, a Maori song) and hongi with elders on a university marae, visit, the ever-diligent Jörg must

YouTube

Have a play with other countries, too:

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**Country Comparison - Hofstede Insights**

Select one or several countries/regions in the menu below to see the values for the 6 dimensions. Go further, discover our cultural survey tool, the Culture Compass® or join our open programme Introduction to Cross-Cultural Management.

Hofstede-insights

While watching this video, write down in sticky notes anything you find worth capturing.

**Stella Ting-Toomey**  
Professor, USC University of California

**Stella Ting-Toomey on Face-Negotiation Theory**

Interview conducted by Em Griffin, author of A First Look at Communication Theory. Find more resources on this and other communication theories at [www.afirst](#).

YouTube

Homework: Tell a friend, colleague or family member about something you've learnt today.

B/S/H/

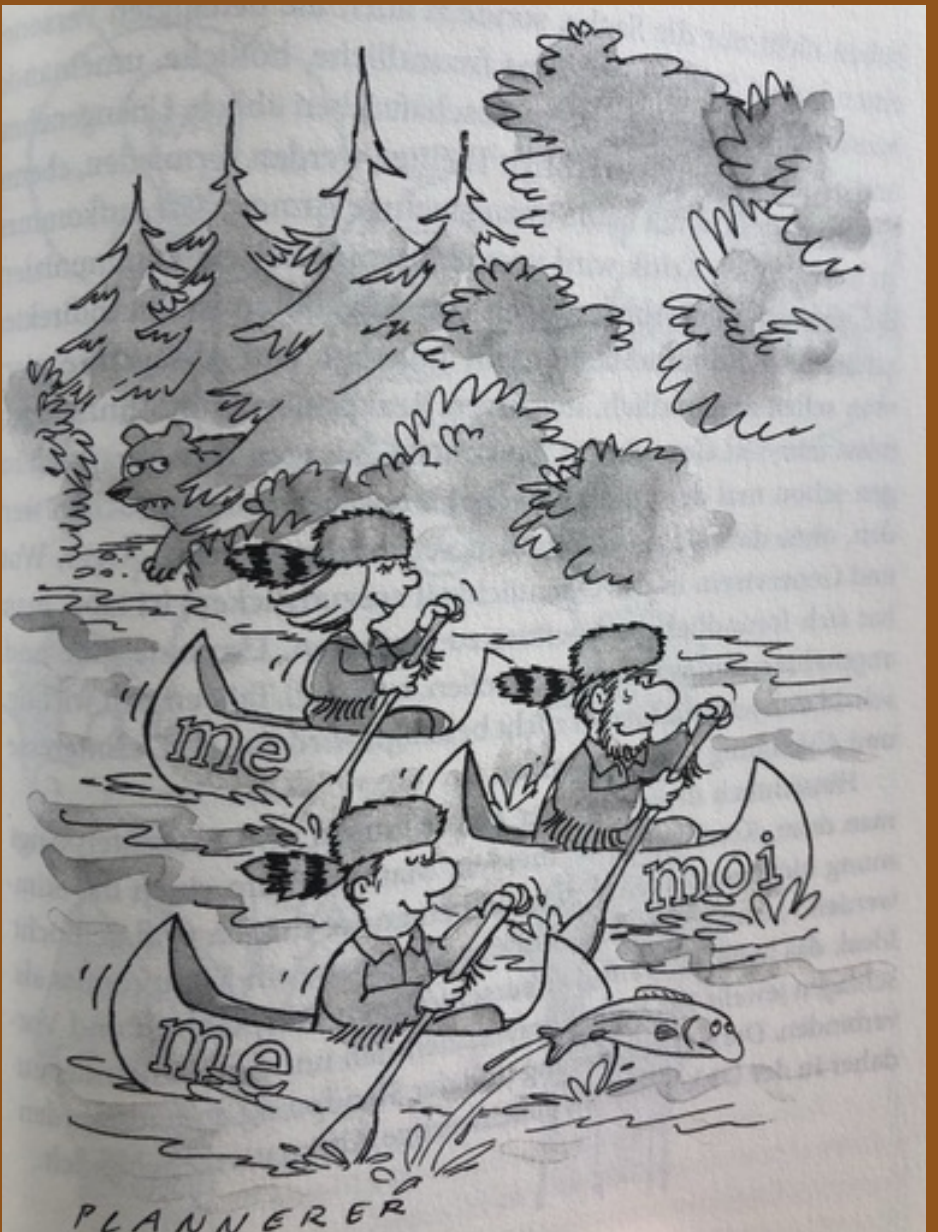
Discuss the two images in NZ context



NZ

Poland

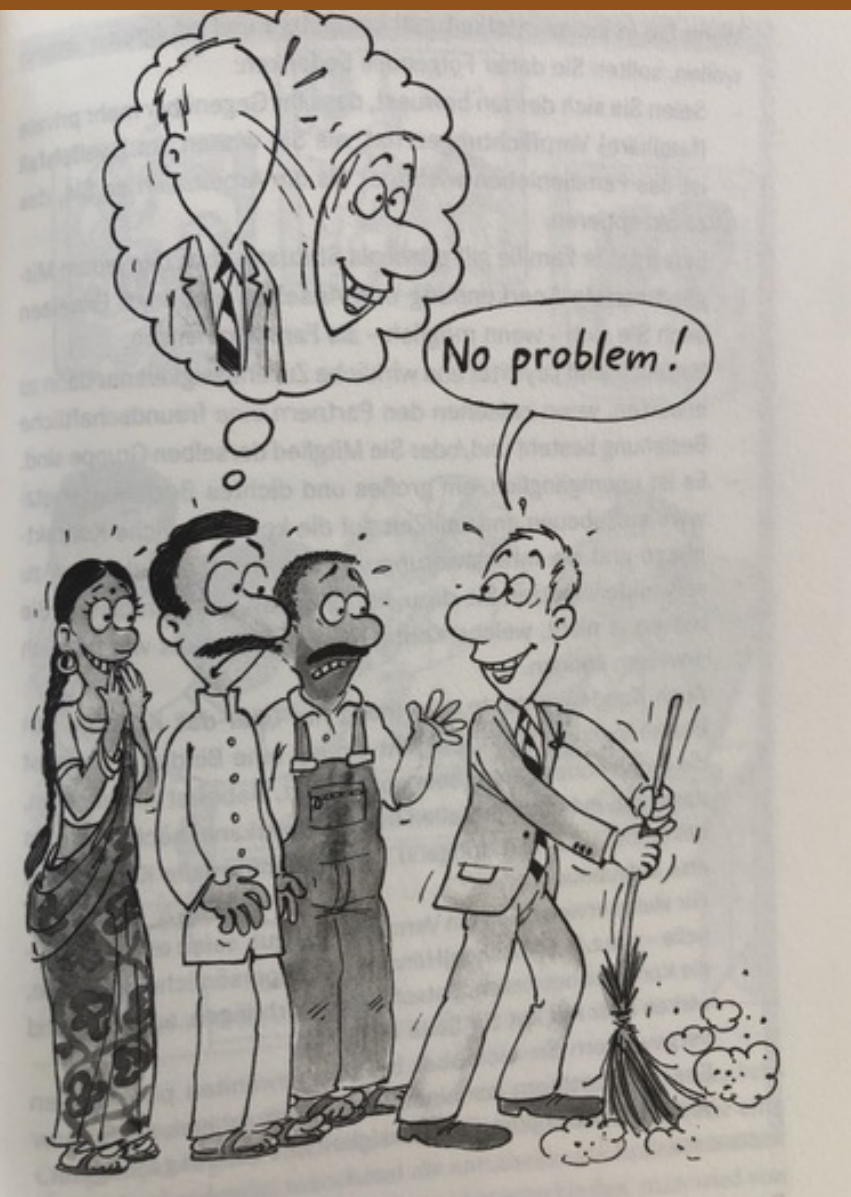
Germany



Images from the following book



Discuss this image in NZ context



Images from the following book



Whānau begins with the individual. The relationship between the individual and the whānau is subtle and complex. Individuals have rights of their own, but they exist because of the whānau and have responsibilities to the whānau. People are expected to express their individuality within the context of the whānau framework and whānau do not set out to create clones. Respected Ngāi Porou elder Merikaraka Ngārimu explained the significance of the individual using performance of the haka 'Iuamoko' as an example. The individuals in the haka party will perform the haka differently according to their own natures and styles. In doing so they contribute to, support and strengthen the whole. The aim of their teacher was not to standardise the performance but to allow the uniqueness of each individual to emerge. This pepeha (saying) encapsulates the essence of the individual within the whānau.

Ehara taku toa (te toa takahiri) engari he toa takitini taku toa.  
My strength does not come from my individuality, my strength comes from many.

You can't see this image because it comes from a private source.

Govt



**The Culture Factor Group**  
Sign-in required  
Hofstede-insights

| Specifics                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |  | Diffuse                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>Characteristics:</b><br>People keep work and personal lives separate. As a result, they believe that relationships don't have much of an impact on work objectives, and they believe their colleagues won't work together without getting along personally.<br><b>Strategies:</b><br>• Be direct and to the point.<br>• Focus on people's objectives before you focus on strengthening relationships.<br>• Provide clear instructions, processes and timelines.<br><b>Typical cultures:</b><br>The U.S., the U.K., Switzerland, Germany, Scandinavia, and the Netherlands. |  | <b>Characteristics:</b><br>People see overlap between their work and personal life. They believe that good relationships are vital to meeting business objectives. People spend their outside time with colleagues and clients.<br><b>Strategies:</b><br>• Build on building a good relationship with people before you focus on business objectives.<br>• Find out as much as you can about the people you are working with, and the opportunities they offer you.<br>• Be prepared to discuss business on social occasions, and to have personal discussions at work.<br>• Try to avoid turning down invitations to social occasions.<br><b>Typical cultures:</b><br>Argentina, Spain, Russia, India, and China. |  |

Compare Countries - Trompenaars Hampden-Turner

Explore what binds and divides for reconciliation In this section, you can extract a country specific profile from our database to compare it to another. This will help you to develop on your journey to developing understanding that reconciliations rather than choosing between two desired

Thiconsulting