



Picture not available

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 Kiwis well-liked employees wherever they travel.

Govt



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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

GROUP EFFORT

Lifeswap Episode 10 - Group Effort

Having mastered how to sing a 'waiata' (German for waiata, 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:

Pre-work

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



Stella Ting-Toomey
COUNSELOR, BROWN UNIVERSITY OF KELLISTON

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/

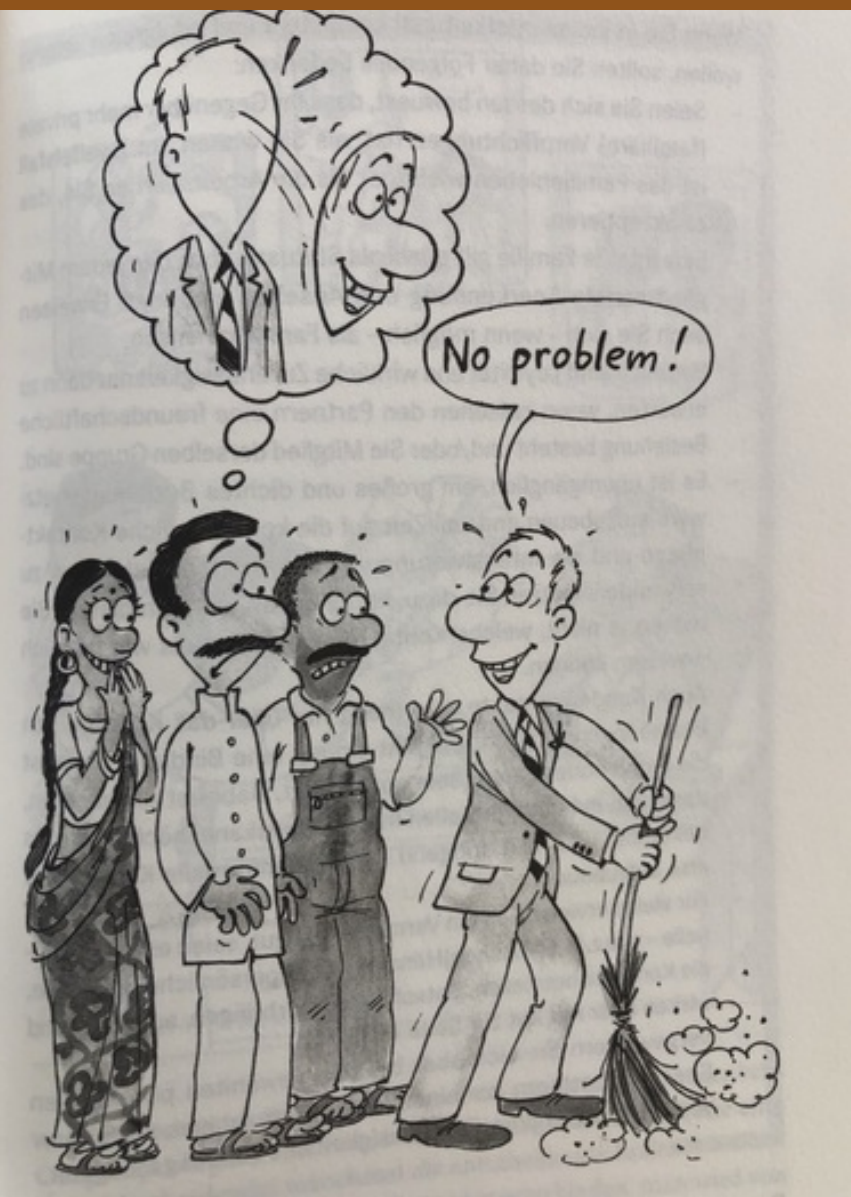
Discuss the two images in NZ context



Images from the following book



Discuss the two images in NZ context

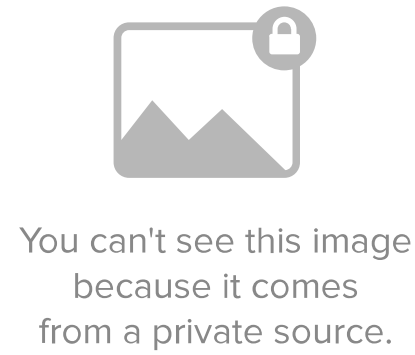


Images from the following book



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 'kumoko' 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 takirihi) engari he toa takirihi taku toa.
My strength does not come from my individuality, my strength comes from many.



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The Culture Factor Group
Sign-in required
Hofstede-insights

Specifics		Diffuse	
Characteristics: People keep work and personal lives separate. As a result, they believe that and personal life. They believe that good relationships don't have much of an impact on work objectives, and they believe that objectives, people spend their outside work time with colleagues and clients along personally. Strategies: • Be direct and to the point. • Focus on people's objectives before you discuss business. • Focus on strengthening relationships. • Provide clear instructions, processes and procedures. • Allow people to keep their work and home lives separate. Typical cultures: The U.S., the U.K., Switzerland, Germany, Scandinavia, and the Netherlands.		Characteristics: People see overlap between their work and personal life. They believe that good relationships are vital to meeting business objectives. People spend their outside work time with colleagues and clients along personally. Strategies: • Build on building a good relationship with people before you focus on business objectives. • Find out as much as you can about the people you are working with, and the environment they you are working in. • Be prepared to discuss business on social occasions, and to have personal discussions at work. • Try to avoid turning down invitations to social occasions. Typical cultures: 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