



# INTERCULTURAL RELATIONS

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# CROSS-CULTURAL ADAPTATION IN THE U.S. AND RETURNING HOME

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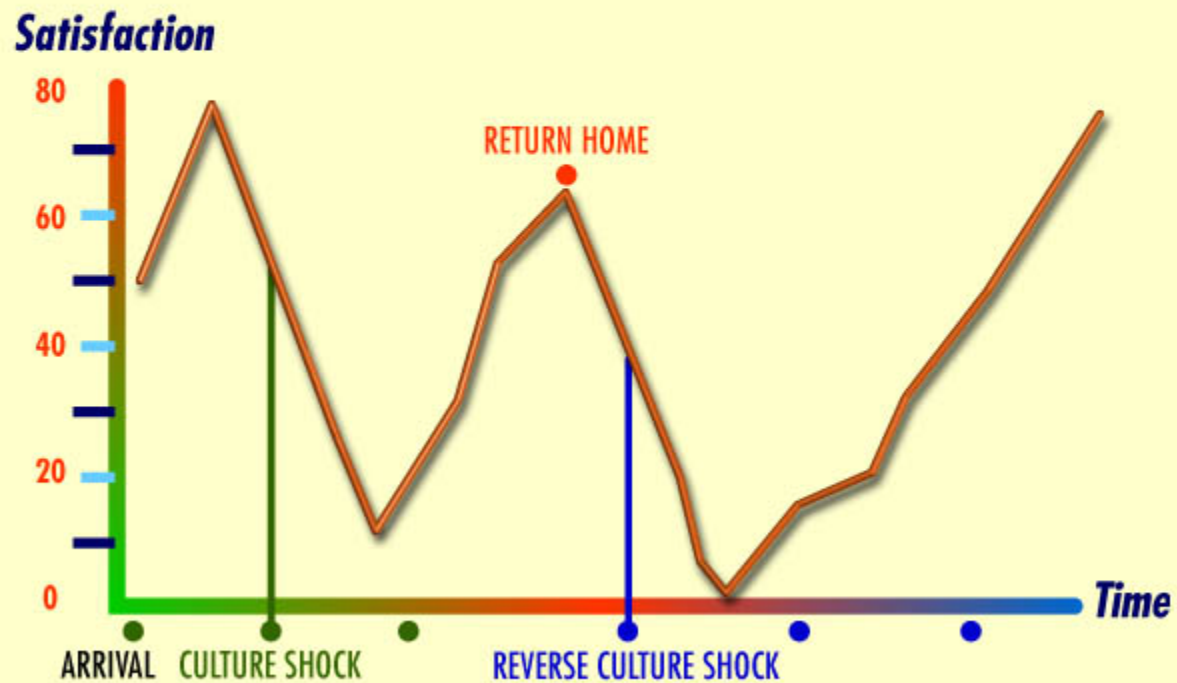


# “GOOD NEWS” AND “BAD NEWS”

- **GOOD NEWS:** You’ve made it through “culture shock” and successfully completed much of your academic program
- **BAD NEWS:** You now will go through another stressful period of “reverse culture shock”
- Like the space shuttle—the most stressful times are during “entry” and “re-entry”



## Pattern of Adjustment



# CULTURE SHOCK

- Oberg's experience in Brazil
- “Disease”
- “Occupational illness”



# IT IS NOT A DISEASE

- It is a result of the stress produced when we leave our home cultural environment to enter another.
- It is a psychological phenomenon and the “symptoms” and “prognosis” varies with each individual.
- There is no “cure.”



# REVERSE CULTURE SHOCK

- **MORE SEVERE** than Culture Shock  
- and lasts longer
- Unanticipated
- Those who adjust **BEST** overseas  
have the greatest **DIFFICULTY**  
coming home



- **NO HONEYMOON** - people at home won't tolerate bizarre behavior
- Children have a more difficult time than their parents
- Causes of Culture Shock and Reverse Culture Shock are similar



# Four Causes of Culture Shock and Reverse Culture Shock

1. Collision of “Icebergs” - Internal Cultures  
– Values and Thought Patterns
2. Breakdown of Communication
3. Loss of Cues
4. Identity Crisis

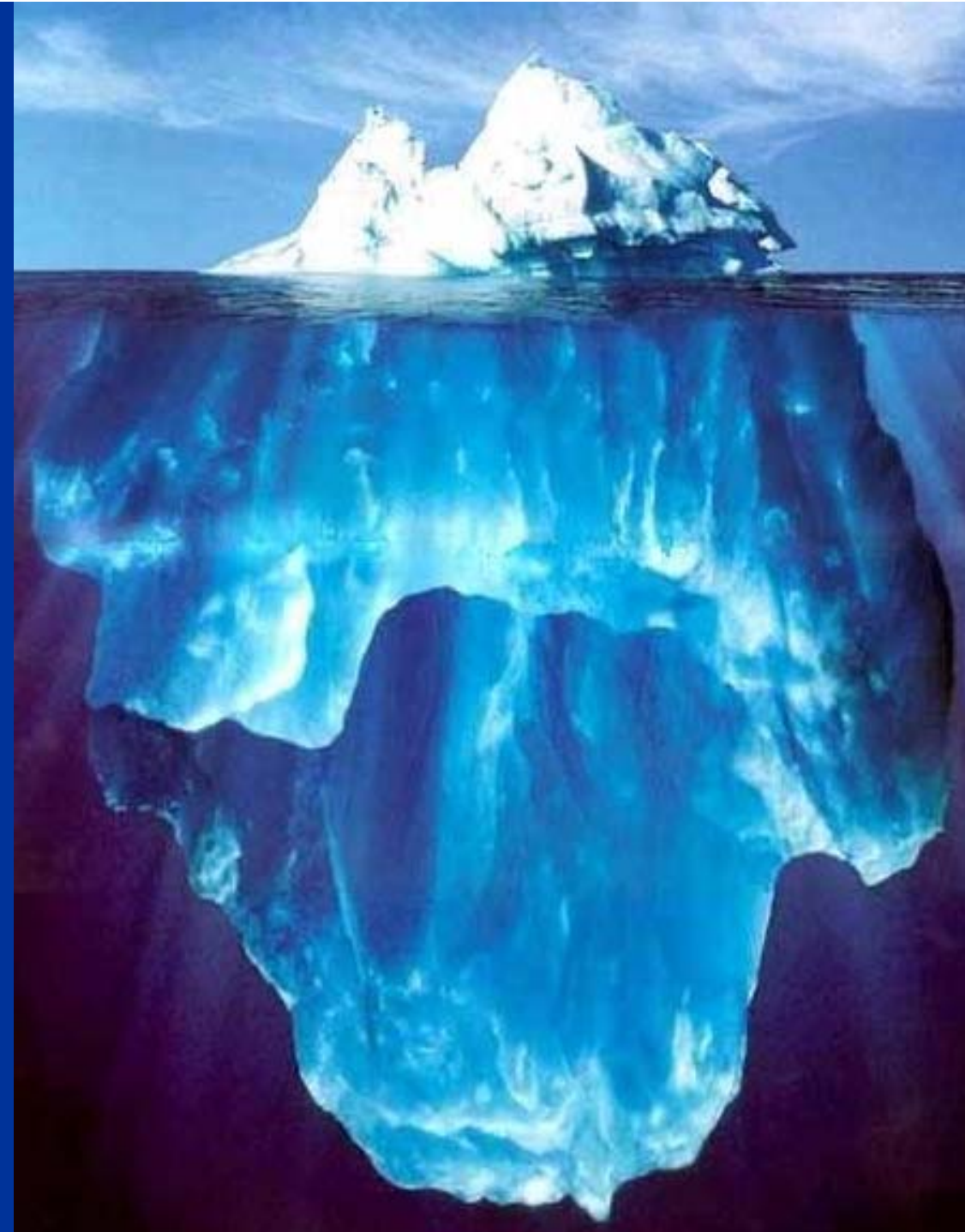


# 1. WHEN ICEBERGS COLLIDE

The importance of understanding the values and thought patterns of others.

The tendency to subjectively and negatively place negative values on “their behavior.”

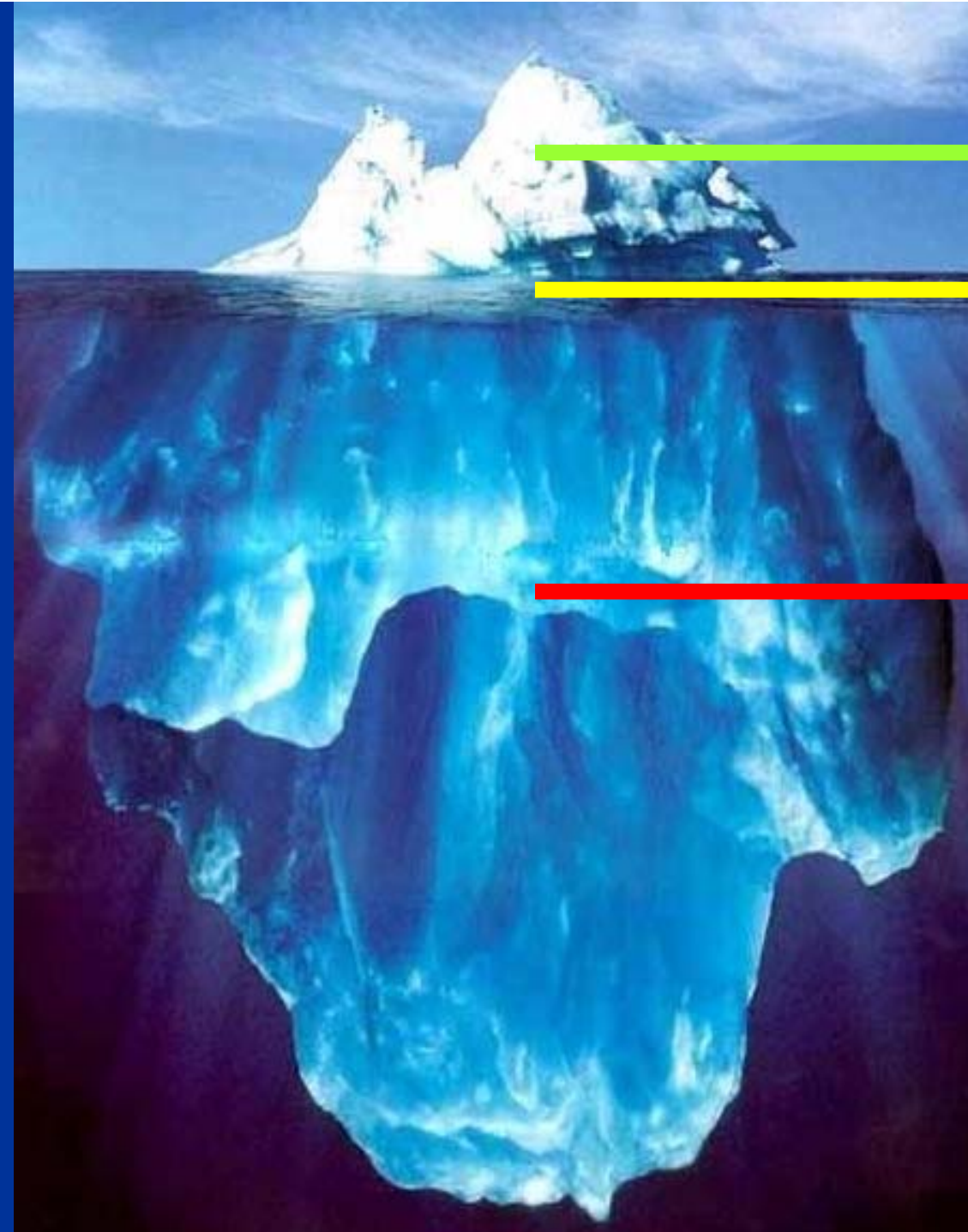




**Culture  
is like an  
Iceberg.**

**The largest  
part of it is  
UNDER  
the water.**





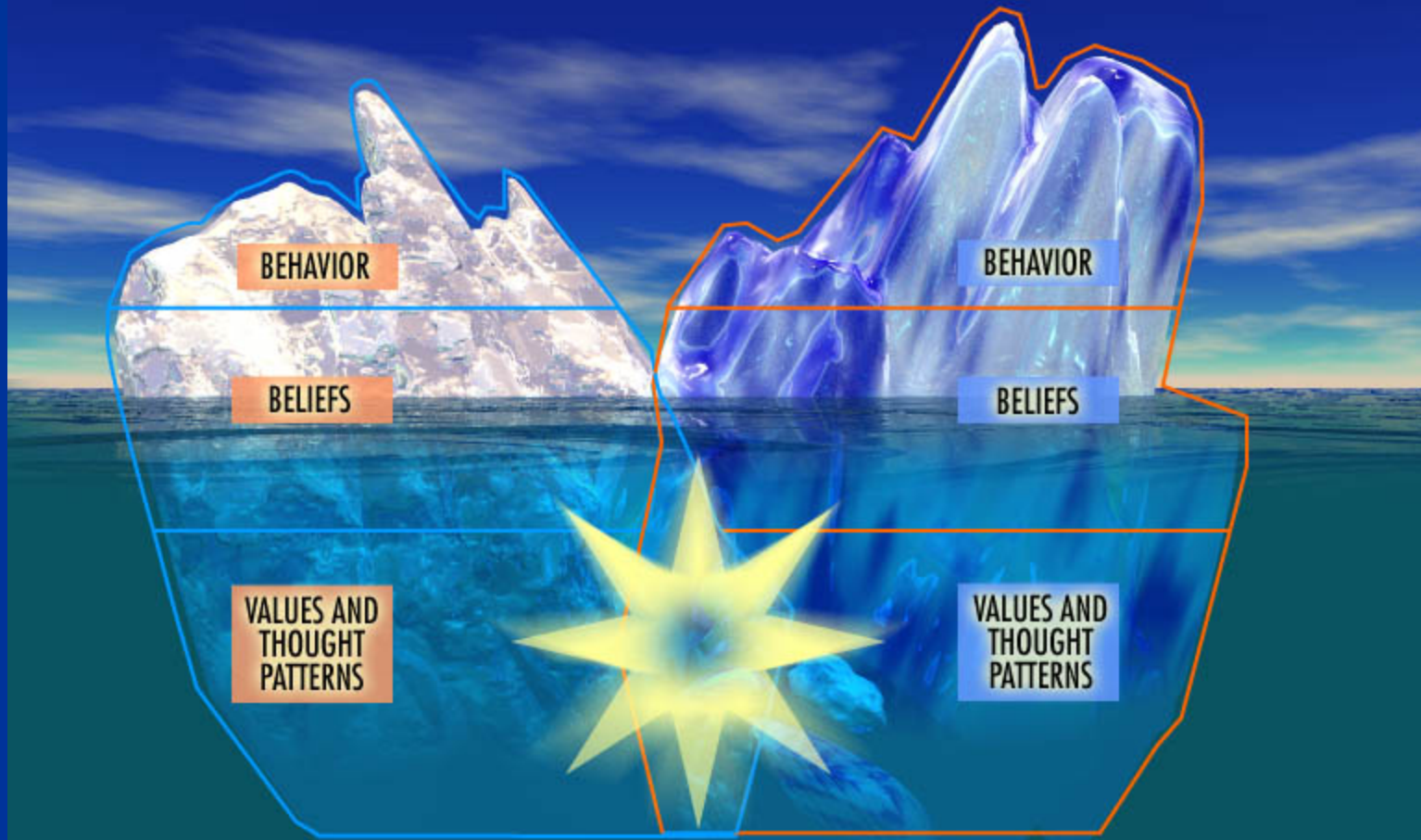
**Behavior**

**Beliefs**

**Values &  
Thought  
Patterns**



## The "Iceberg Analogy" of Culture



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# CULTURAL CONTINUUMS

To Do

-

To Be



- Earned Status
- Individual Achievement
- Individual Action
- Equality
- Self Reliance
- Independence
- Individual Competition
- Individualism
- Guilt
- Class Mobility
- Ascribed Status
- Affiliation
- Stability
- Inequality
- Reliance on Others
- Interdependence
- Cooperation
- Collectivism
- Shame
- Caste Rigidity



## Contrasting and Comparing Values

	US TYPICAL AMERICAN VALUES		NIGERIA TYPICAL VALUES		PERSONAL VALUES FOR ME I VALUE:	
Honesty	# 151	% 40.4	# 77	% 20.6	# 267	% 71.4
Work hard, be productive	# 297	% 79.4	# 66	% 17.6	# 240	% 64.2
Honor your elders	# 1	% 00.3	# 356	% 95.2	# 160	% 42.6
Patriotism	# 54	% 14.4	# 65	% 17.4	# 57	% 15.2
Freedom	# 286	% 76.5	# 43	% 11.5	# 129	% 34.5
Pursue happiness	# 59	% 15.8	# 70	% 18.7	# 66	% 17.6
Gain goods and wealth	# 80	% 21.4	# 151	% 40.4	# 28	% 07.5
Education	# 160	% 42.8	# 162	% 43.3	# 224	% 59.9
Religion	# 14	% 03.7	# 253	% 67.6	# 118	% 31.6
Know the right people	# 25	% 06.7	# 64	% 17.1	# 24	% 06.4
Help other people	# 31	% 08.3	# 187	% 50.0	# 121	% 32.4
Try new things	# 132	% 35.3	# 12	% 03.2	# 59	% 15.8
Obey the law	# 120	% 32.1	# 88	% 23.5	# 87	% 23.3
Know your heritage	# 5	% 01.3	# 190	% 50.8	# 36	% 09.6
Save time, be punctual	# 216	% 57.8	# 4	% 01.1	# 50	% 13.4
Stand up for what you think is right	# 142	% 38.0	# 27	% 07.2	# 125	% 33.4
Achieve individual success	# 76	% 20.3	# 70	% 18.7	# 65	% 17.4

## 2. THE BREAKDOWN OF INTERPERSONAL COMMUNICATION

- We are social –we must communicate
- Verbal and nonverbal
- Produces stress and reactions



# NONVERBAL COMMUNICATION

- We send messages, not meaning
- TO DO people tend to be trust words—especially written words
- TO BE people use all senses



## CROSS-CULTURAL DIFFERENCES IN NONVERBAL NEGOTIATING BEHAVIOR

<u>BEHAVIOR (TACTIC)</u>	<u>JAPANESE</u>	<u>AMERICAN</u>	<u>BRAZILIAN</u>
<b>SILENT PERIODS</b> (Number of silent periods greater than 10 seconds, per 30 minutes)	5.5	3.5	0
<b>CONVERSATIONAL OVERLAPS</b> (Number per 10 minutes)	12.6	10.3	28.6
<b>FACIAL GAZING</b> (Minutes of gazing per 10 minutes)	1.3	3.3	5.2
<b>TOUCHING</b> (Not including handshaking, per 30 minutes)	0	0	4.7

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# Phases of Culture and Reverse Culture Shock

- “Out of Control”
- Flight
- Fight
- Filter
- Flex



# 3. COPING STRATEGIES FOR LOSS OF CUES OR REINFORCERS

- Transfer Cues
- Modify Cues



## 4. IDENTITY CRISIS

- Need to try new things and new ways of solving problems
- Re-programming the “software of your mind”
- The reason living overseas is often viewed as “transformative”



# WHAT IS THE REAL VALUE OF THE INTERNATIONAL EXPERIENCE?

1. Self-control and self-confidence
2. Awareness of another internal culture through experience
3. Awareness of our own internal culture
4. Self-awareness of our own values and identity



# RESOURCES

- Weaver, Gary & Adam Mendelson, *America's Midlife Crisis*. Boston: Intercultural Press, 2000.
- Weaver, Gary R., ed. *Culture, Communication and Conflict, Revised 2nd edition*. Boston: Pearson Publishing, 2000.
- Hall, Edward. *Beyond Culture*.
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**Thank You**

**Questions?**

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# THE FAMILY OVERSEAS

- The most common cause of a pre-mature return – an unhappy spouse
- Pre-adolescent children make great adaptations
- Adolescents often have great difficulty
- The family is strengthened
- TCKs and “best friends”

