

# DEFINING CULTURAL LAYERS

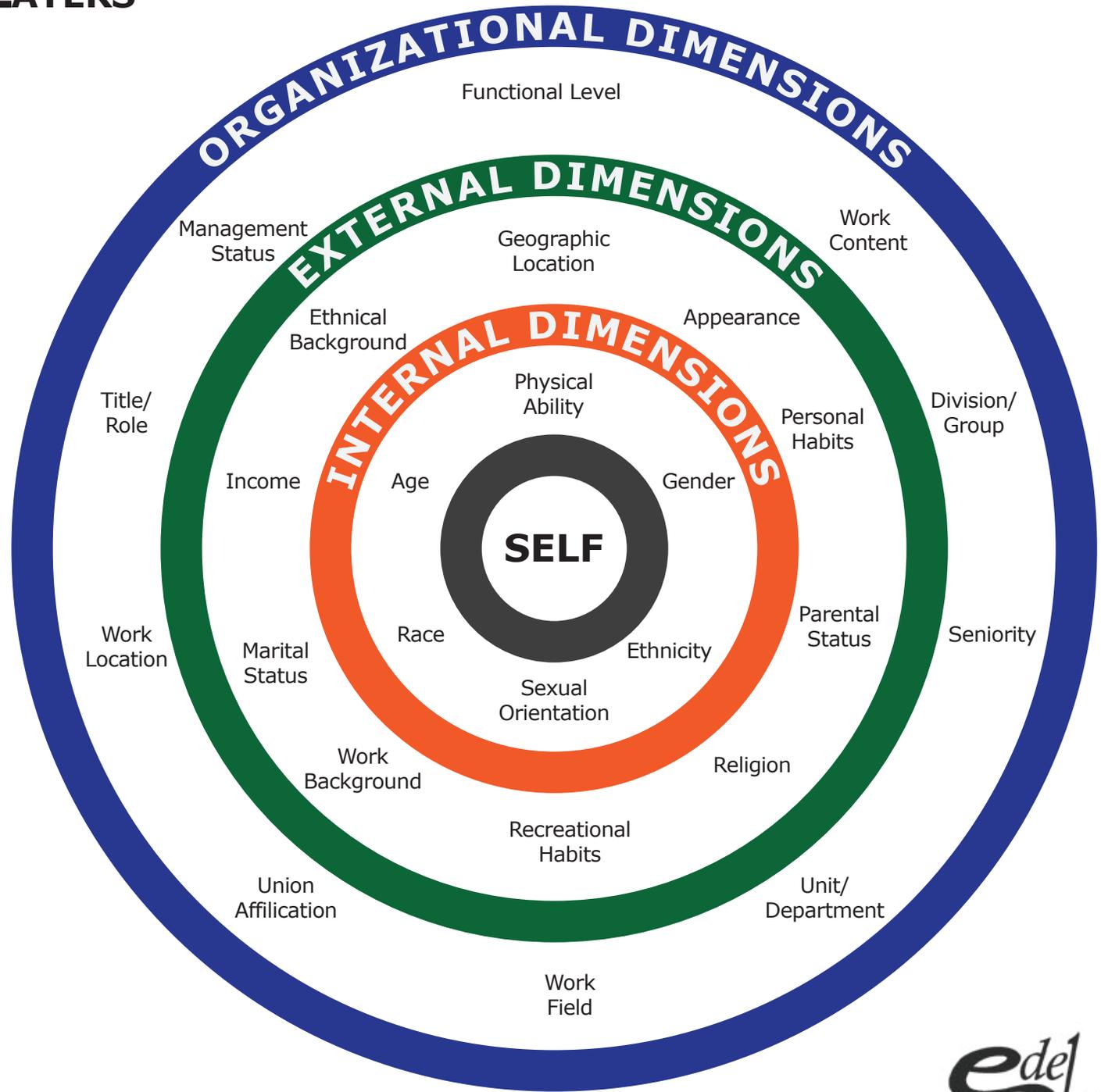
This is one way of defining culture and what we can see or not see when we meet a person. The inner circles are the visuals of what we see when we meet a person however there are a bunch of other things that make up a person's culture.

It is easy to see how the center circles identify you, but the outer circles, your inherited or adapted cultural traits, are also an integral part of your identity.

The rings are also a good reminder of how others see you. Some cultural aspects are more visible than others and a collection of these aspects make up employers', friends', colleagues', and family members' perceptions of who you are.

Many of us do not think of these aspects as "cultural," but culture can be anything which differentiates people and personalities--and on the other hand, which people share as commonalities which draw them together.

Remember that even though groups may align on a specific topic, it does not mean that they align in all topics.



# CULTURAL EXERCISE

We all define, value, and see culture differently and need to understand how others view what's important to them.

To do the following exercise, you'll need to pair up or form small groups.

## Instructions

1. Write your name in the circle in the middle.
2. In each of the circles, write down a cultural attribute that you associate with in each of the circles. Try to be as specific as possible. For example, don't just write Age. Instead, write **People in their 30s**.
3. Share with the person next to you about what you found to be important in your culture.

## Discussion

How many of the attributes did the other person list could you have guessed if you did not talk with them?

Is there anything similar? If yes, do you both share the same opinion on that or any topic?

