

Tool Box of Ideas for Smaller Centres:
Attracting, Welcoming & Retaining Immigrants to Your Community



Resource Handout #2

Dimensions of Culture

Adapted from *The Managing Diversity Survival Guide*, Gardenswartz and Rowe (IRWIN, 1994)

Sense of Self and Space

Distance
Touch
Formal/Informal

Communication and Language

Language/Dialect
Gestures/Expressions/Tone
Direct/Indirect

Dress and Appearance

Clothing
Hairstyle
Grooming

Food and Eating Habits

Food Restrictions/taboos
Utensils/hands
Food preferences
Manners/rituals

Time and Time Consciousness

Punctuality/Promptness
Age/Status
Pace

Relationships

Family/Friends
Age/Gender
Status/Authority

Values and Norms

Group/Individual
Independence/Conformity
Privacy
Respect
Competition/Cooperation

Beliefs and Attitudes

Religion/Spirituality
Position of Women
Social Order

Mental process and learning

Rational/Emotional
Holistic/Individualistic

Work Habits and Practices

Work ethics
Remuneration/Promotions
Division of Labour
Status of type of Work