

identifications. As Hofstede (1980, 2001) showed, individuality is a strong cultural norm for Euro-American men. Also, because they are part of the dominant majority group, Euro-American men face the fewest workplace and socioeconomic barriers, and therefore tend to be less aware of group identities than are members of minority groups (Alderfer 1982). The ways in which we differ from one another include gender, sexual orientation, physical ability, ethnic heritage, occupational or professional influences, educational and socioeconomic background, and religious, spiritual, or philosophical influences. You have a chance to develop your own cultural profile in Self-Awareness Activity 2.3.

The ethnic differences of immigrants tend to recede over time, and each generation born in this country is more Americanized than their parents. However, certain cultural values tend to remain strong. For example, even third-generation Japanese Americans have been found to have relatively high scores on ethnic identification with the Japanese culture, with survey scores virtually unchanged between second- and third-generation respondents (Matsumoto, Meredith, and Masuda 1970).

Self-Awareness Activity 2.3 Your Cultural Profile

Purpose: To identify key aspects of your cultural heritage and identity.

Step 1. If you have not read the preceding section on Preparation for Self-Awareness Activity, do so now.

Step 2. Complete the second column of the table below by completing the statements made in the first column.

Step 3. Complete the third column of the table by determining the importance of each specific category for you. [For example, is being a college graduate a major or minor part of your identity?] Place a number, from 1 to 5, beside each category you've listed, according to its importance, using the following guidelines to assign weights:

5 = Major, essential aspect of my identity

4 = Very important aspect of my identity

3 = Fairly important aspect of my identity

2 = Somewhat influential aspect of my identity

1 = Slightly influential aspect of my identity

Step 4. Write a brief paragraph about your cultural profile. Include any thoughts, feelings, surprises, or insights that came to you as you did this Self-Awareness Activity.

Area of Identity or Influence	Your Responses	Weight 1–5
My <i>gender</i> is:		
My <i>sexual orientation</i> is (straight, gay, bi-)		
My <i>ethnic group</i> is (ancestors came from...)		
The <i>nation</i> where I was born is:		
The <i>part of the country</i> I grew up in is:		
The <i>occupation</i> I'm in or want is:		
The <i>company</i> I work for is:		
My <i>religion</i> or philosophy is:		
My <i>socioeconomic</i> class (middle, lower, upper) is:		
My <i>educational</i> level is:		
My <i>parents' educational</i> level is:		
<i>Other</i> groups/aspects that have influenced me:		

Self-Awareness Activity 2.4 Diverse Groups You Need to Learn About

Purpose: To identify those groups of people you need to learn more about, ranging from those you know almost nothing about to those you need no information about.