

Normative Communication Styles & Values For Cross-Cultural Collaboration

Communication Style (Review of Literature)	Very little	Little	Medium	Much	Very Much
Animation/Emotional Expression	Asian,* Native*	Hispanic*	Anglo*		African*
Gestures	Asian, Native		Anglo	Hispanic	African
Range of Pitch between words	Hispanic, Native	Asian	Anglo		African
Volume of speech	Asian	Hispanic	Native	Anglo	African
Directness of questions	Native, Asian	Hispanic			African, Anglo
Directness of answers	Native, Asian	Hispanic			African, Anglo
Directness of rhetorical style, "getting to the point"	Asian	Hispanic, Native			African, Anglo
Accusations require a direct response	Native, African, Asian	Anglo		Hispanic	
Directness of eye contact	Native, Asian	Hispanic			Anglo, African,
Firm, long handshaking	Native, Asian		Hispanic	African	Anglo
Touching	Native, Asian		Anglo		African, Hispanic
Concern with clock time	Native, Hispanic	African		Asian	Anglo
Hierarchical membership in group	Native, African	Anglo			Asian, Hispanic
Individualism more than lineal identity	Native	Hispanic, Asian, African			Anglo
Individualism more than collateral group identity	Asian	Hispanic, African	Native		Anglo
Awareness of unearned "white" privilege	Anglo				Native, African, Asian, Hispanic
Closeness when standing	Native, Asian	Anglo	African		Hispanic

*Asian American, African American, Anglo or European American, Native American, Hispanic American or Latino

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Normative Communication Styles & Values For Cross-Cultural Collaboration

Communication Style (Focus Groups)	Very little	Little	Medium	Much	Very Much
Task-Based Purpose vs. Relationship	Native, Hispanic, Asian	African			Anglo
Written vs. verbal	Native, Hispanic, African			Asian	Anglo
Long term history between groups is important	Anglo				Native, Hispanic, Asian, African
Perceived right to set rules and agenda for meeting	Native, Hispanic, Asian	African			Anglo
Perceived right to speak freely at meeting	Native, Hispanic, Asian	African			Anglo
Authority of the person more important than the logic	Native, African		Hispanic, Anglo		Asian
Formal dress		Hispanic, Native, African			Anglo, Asian
Perceived right to represent or speak for the group	Native Asian	African, Hispanic			Anglo
Collaboration based on authority	Native African				Anglo, Asian, Hispanic
Self-Identity, how one describes oneself, related to skin color or ethnicity	Anglo			Asian	Native, African, Hispanic
Ignoring "turns"	Native, Asian	Hispanic		Anglo	African
Self-promotion	Native, Asian	Hispanic		Anglo	African
Use first names vs. titles (Mr., Ms., Reverend)	African, Asian			Hispanic	Anglo, Native
Spiritual elements included in meetings	Anglo	Asian, Hispanic			Native, African
Defer to older persons in group	Anglo		African, Hispanic	Native	Asian
Speed of Response	Native		Hispanic, Asian		African, Anglo
Collaborators must have community respect and support	Anglo				Native, Hispanic, Asian, African