DEALING WITH CULTURE CLASHES

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Abstract: *A situation in which the diverging attitudes, morals, opinions, or customs of two dissimilar cultures or subcultures are revealed. This may occur, for example, when people in different professions, such as academics and business people, collaborate on a project.Dealing with Culture Clashes in a Diverse workplace*

Key words: *Diverse workplace, Cultural awareness, Cultural norms, Mutual respect, Empathy, Cultural differences, communication style, Diversity, Culture, multiculturalism, inequality, culture change, cultural divides, identity and conflic.*

As workplace become increasingly diverse, it is becoming more common for people from different cultural backgrounds to work together.

While this can bring many benefits, it can also lead to culture clashes, misunderstandings, and conflicts Here are some strategies for dealing with culture clashes in a diverse workplace:

1. Develop Cultural. Awareness Learn about the cultural norms, values, and expectations of the people you are working with. This can help you understand their perspectives and avoid misunderstandings.

2. Build Relationships: Building relationships with people from different cultures can help you develop a deeper understanding of their perspectives and build trust and mutual respect.

3. Practice Empathy: Try to put yourself in the shoes of people from different cultures and understand their experiences and perspectives. This can help you develop empathy and communicate more effectively.

4. Communicate Effectively: Be aware of cultural differences in communication styles and adapt your communication accordingly. This can help you avoid misunderstanding and build trust.

5. Seek Help when Needed: If you are unsure how to navigate a cultural difference or are experiencing conflict, seek help from a trusted colleague, supervisor, or cultural expert.

6. Embrace Diversity: Finally, it is important to embrace diversity and recognize the value that different perspectives and experiences can bring to the workplace culture, you can help reduce culture clashes and improve collaboration and innovation.

This article describes cultural clashes and how to resolve this problem in the society. As all know cultural conflicts in negotiations tends to occur for two main reasons. First, it's fairly common when confronting cultural differences, for people to rely on stereotypes.

Stereotypes are often pejorative (for example Italians always run late), and they can lead to distorted expectations about your counterpart's behavior as well as potentially costly misinterpretations. You should never assume cultural stereotypes going into a negotiation. Instead of relying on stereotypes, you should try to focus on prototypes—cultural averages on dimensions of behavior or values. There is a big difference between stereotypes and prototypes. For example, it is commonly understood that Japanese negotiators tend to have more silent periods during their talks than, say, Brazilians. That said, there is still a great deal of variability within each culture—meaning that some Brazilians speak less than some Japanese do. Thus, it would be a mistake to expect a Japanese negotiator you have never met to be reserved. But if it turns out that a negotiator is especially quiet, you might better understand her behavior and change your negotiating approach in light of the prototype. In addition, awareness of your own cultural prototypes can help you anticipate how your counterpart might interpret your bargaining behavior. It's not just about being aware of their culture, but also how yours might be viewed.

In conclusion, dealing with culture clashes requires an open - minded and respectful aproach to cultural differences, a willingness to learn to adapt, and strong communication skills. By following these strategies, you can create a more harmonious and productive workplace environment.

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