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Cultural Agility Module

My placements on the GlobeSmart Profile were both surprising and expected. Many of the scores I received are easily explained by the way I was raised and the morals instilled in me. I scored to be more Independent, Direct, Certainty, Status, and Relationships. The biggest surprise for me was my scoring as more relationship than task oriented. Growing up all of the tasks around me were to be focused on and the outcome was to be the main objective, so scoring as an extremely relationship oriented person was very surprising. Upon thinking about it, it made sense why I scored the way I did. Growing up in a Moroccan household, family and relationships with others drive the way of life. This influenced me to be extremely relationship oriented. Being influenced by the entirety of my family, grandmother, grandfather, uncles, aunts, and cousins, I grew up to be focused on the relationships I can form with others as they allow for a larger network of connections which would lead to more opportunities. Now that I reflect on it, it has been evident that my life has been more relationship based throughout highschool, the clubs and teams I was part of allowed me to create bonds with people and accomplished the given tasks through the relationships formed as the more people that were involved the more knowledgeable we were. This allowed for a large improvement in my social skills and my ability to work with others. Another extremity I scored was in the "Direct" category. This is explainable through the improvement of my social skills. Knowing that attempting to give across a point without being

direct can give off the wrong impressions and the wrong ideas. I think that I developed this through experience and trial and error, I grew up to learn to be more direct with my ideas and thoughts in order to be as clear as possible. I was socialized to grow up and learn these cultural aspects through my Muslim Moroccan American family, many of these virtues are results of the mix of the two cultures. As a Moroccan, certainty, relationships and status are something that are important as a culture. This is what I adopted as a growing teen in the US. As an American, independence and directness are aspects which I adopted through schooling in the US. Growing up the diverse city of Revere, I was able to realize these aspects put into effect. The differences in cultures were evident and allowed for us to learn how to respect the differences that existed while adopting each others ways to create a unique personality that I contain today.

The two countries chosen to compare were the United States and Morocco as I was raised in a Moroccan American family. The ways of life in the two cultures are very different. I have personally visited Morocco every summer and lived there for a year during middle school, this allowed me to be immersed in the culture of the country and the society that exists. Many of the competencies that are explained by the profile can be backed up by the way of life in Morocco as well as the interactions that occur in society. Morocco, is more Interdependent, Relationship, Status, Certainty, and Directly oriented. The interdependent nature of society can be explained by the heavy dependence on Relationships as well as Status. Family Status is something that is not taken lightly in the Moroccan culture as many families strive to provide for the people that they are related to. As families are typically larger in Morocco than in the United States many of the relationships formed are extensive and heavily focused on as many people must work together and live together in order to provide for each other. For example visiting my

grandfather, may 4 uncles and 5 aunts lived very close together and some still even lived in my grandparents villa. This shows the importance of family and the interdependence of the relationships that exist. In doing so these relationships and interdependence helps the family strive to improve the status that they exist in. Certainty and Directness in Morocco can be attested to the religious nature of the society that exists. Many people have a clear line and distinction between what is right and what is wrong. This allows for the aspects of Directness and Certainty to be prominent. Many people follow the religion of Islam which preaches either a direct wrong or right path. This mentality is applied by many people in their daily lives leading to the direct and certain aspects of life. In the United States many of the traits which define society are, independence, egalitarianism, risk, directness, and task oriented. Living and growing up in the US has shown me that these claims are indeed true. Many strive to be independent and able to do everything on their own. Especially with the equal rights movements which are so prominent in the US, many people strive to be independent and able to do things. Additionally a great part of the US's personality is being independent as we fight for the individual rights of all and the ability to be independent and able to do whatever we please. The egalitarianistic nature of the US also is similar to the reason behind the idea of independence as we all must be equal, nothing should define one as better than the other. In the US we strive to provide equality to all which is reflected to the progressive nature of the US. This shows that american society values equality and doesn't care for the idea of status. The US also values the ideals of risk, directness as well as task oriented. This is explained by the work culture which exists in the USA. Many try to complete tasks by taking risks and being direct in order to accomplish the goals they wish to. In summary, it is evident that many cultures have some underlying reason behind the reasoning

of why they embody some of these aspects of their respective societies and cultures. Each country and society have their own values and have a driver behind it which makes each place in the world unique in its own way.

The main reasoning behind my connection to these two countries is a personal as well as a professional connection to their culture. I grew up in the United States in an immigrant Moroccan American family allowing me to live through many of these values that are prior described. Growing up in the United States I lived through many of these values that were described. I have both a personal and professional connection to the American culture as I have worked as well as went to school in the US while growing up and making friends. My connection to Morocco, is personal connection. The majority of my family lives in Morocco or is infused in the Moroccan culture. This allowed me to experience some of that aspect of life. The main connection I have is through my family as they were raised in Morocco, therefore I was raised with some of the aspects of the culture and society.

GlobeSmart's "advice" about narrowing gaps between my orientation and other countries include interpreting behavior from the other perspective, not your own and understanding that they might incorrectly interpret our actions differently because of the different societal factors. We must work to build our awareness of the differences that may exist while understanding not all have the same perspective and ideas. We also must observe, ask, and listen to the different aspects of life that do exist as we must realize that there is a difference between everyone and preventing any judgments. In doing so, we must discuss differences and identify possible points of disagreement and contention. After this we adapt and modify our behaviors in order to have

meaningful interactions as well as creating meaningful relationships. Three possible ways of doing so can include; visiting a local societal center and observing the customs and values of the people who live in the area while voicing your differences and respecting their ways of life. Another way can be being introduced to a person who is familiar with the culture and learn about how to compose yourself and act without seeming to be offensive and judgmental. Another way can be voicing the fact that you are not knowledgeable about the differences in culture and admitting the fact that you don't know something. This can allow you to build meaningful relationships and learn about the differences that do exist.

Based on these analyses, I believe that the two countries that would help me further my cultural competencies would be China and Brazil. Starting off, I do not know anything about the culture and the way of life in these societies. This would allow for me to practice being involved and develop my cultural competencies. Additionally, the aspects of the societies are very extreme which would allow me to understand how society works and the main driver behind the certain beliefs. My cultural competencies of being aware and adapting would improve as I would be forced to learn more about their respective societies while changing how I think and putting myself in their shoes to understand their values and ways of life.