



PREPAREMODULE #3

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COMPETENCY: Help others build trust and connect with people of different cultures, ethnicities and experiences.

OBJECTIVE: To value differences in others. To find common ground with others in order to build a foundation of trust and connection.

ASSIGNMENTS:

- Assignment 1 // Watch *The Power of Vulnerability* with Brene Brown and answer the corresponding questions
- Assignment 2 // Read the article *Hot vs Cold: Foreign to Familiar* and answer the corresponding questions
- Assignment 3 // Watch two scenes from the movie *Hidden Figures* and answer the corresponding questions

ASSIGNMENT 1

Watch the video [The Power of Vulnerability](#) with Brene Brown and answer the corresponding questions.

QUESTIONS:

1. How does vulnerability deepen our understanding of one another?

2. At the core of who we are, we all need a sense of worthiness and belonging. When you think of those who are different from you (emotionally, economically, culturally;



PREPAREMODULE #3

LEADER:: COMPASSION | EASTSIDECHRISTIANCHURCH

those who may be addicted, depressed, suicidal, incarcerated, homeless, victimized, etc.) in what ways does this idea challenge your “knee-jerk” reaction to them? Their lifestyles? Hobbies? Habits (healthy or unhealthy)?

3. Brene says that those who don’t have compassion for themselves are unable to show compassion for others. Agree? Disagree? Explain. Or...to what degree do you believe this to be true? Why?

4. How have you seen vulnerability play a role in leaders at work, home or community? Give an example.

ASSIGNMENT 2

Read the article *Hot vs Cold: Foreign to Familiar* by Jeff Swaney and answer the corresponding questions.



PREPAREMODULE #3

LEADER :: COMPASSION | EASTSIDECHRISTIANCHURCH

Hot Vs Cold: Foreign To Familiar

Jeff Swaney

(Adapted from the book Foreign to Familiar by Sarah Lanier, McDougal Publishing)

Moving at the speed of life, we miss out on moments if we're not careful. Soren Kierkegaard once wrote...*"The press of busyness is like a charm. Its power swells...it reaches out seeking always to lay hold of ever-younger victims so that childhood or youth are scarcely allowed the quiet and the retirement in which the Eternal may unfold a divine growth."*

On a trip to Chile, a Chilean partner commented, "I love it when you come. You make us feel important." When asked what he meant by that, he replied, "You take time for the relationship. You hug us. You ask us how we are...how our families are. When other 'Gringos' (North Americans) come, they just shake our hands and care only about the project they're trying to complete." Could it be that our partners will remember us more for **who** we are, than for **what** projects we completed? Are **we** motivated by the amount of work we've done, or by the number of relationships we've enriched?

Hot-climate vs. Cold-climate Cultures

The observation that people of different cultures think, act and react differently is nothing new. Anyone who travels or knows someone from abroad has observed this phenomenon. The two broad groups represented are "hot-climate" (relationship-based) cultures and "cold-climate" (task-oriented) cultures. For example, Latin cultures are "hot," since relationships are the basis of everything, even in the work setting. Northern Europeans are considered "cold," since efficiency is their ruling value. Neither is right nor wrong, just different. After all, we need both.

The culture of the "Southerners" in the United States has similarities to other "hot-climate" cultures, such as those of the Latin Americans, more so in fact than with fellow Americans from the northern states. The contrasts continue across the globe. Though they often coincide with the weather of a particular country, the "hot/cold" descriptions primarily refer to the warmth of relationships rather than the actual climate of that culture. Here are the broad differences between HOT, *relationally oriented* cultures and COLD *efficiency oriented* cultures.

Relationship vs. Task Orientation

Hot cultures focus more on relationships, feelings, and people, while cold cultures lean toward efficiency, accuracy, logic. For example in hot cultures you always start a meeting with checking in,



PREPAREMODULE #3

LEADER :: COMPASSION | EASTSIDECHRISTIANCHURCH

at length, about how everyone is doing.

In cold cultures people have no problem getting right down to business. The task is the most important thing. If someone stops by to chat, you can't talk too long because you're on a schedule. Whereas in hot cultures, you may interrupt your project to talk for a half an hour or longer and invite the person to sit and have tea.

Indirect vs. Direct Communication

Cold cultures value direct, honest, informative opinions in communicating. You can say what you think and it will usually not be taken personally.

Hot cultures prefer to use a third party (indirect) to get accurate information because being too direct is considered insulting. They would rather focus on being friendly. Answering "yes" to your answer to your question may just be the first step in beginning a friendly interchange! Hot culture communication seeks to avoid embarrassing people by "calling someone out" for his/her opinion in a group.

Inclusion vs. Privacy

To illustrate this, Sarah Lanier (Foreign to Familiar) tells the story...

I was invited to the home of an American friend for dinner in Chile. It had been over a year since we had seen each other, and our plan was to catch up on news of mutual friends and share photos. I, for one, was expecting an evening of private conversation. While we were still eating, a knock came on the door, it opened, and a man came in. He pulled up a chair and joined us. We forgot our previous conversation and talked with this man about local news. Then another knock on the door announced yet another visitor, and this visitor too joined us and the subject of conversation was once again changed. The two visitors stayed until midnight, and we thoroughly enjoyed their company. Our own plans were forgotten. Privacy was not a value. Inclusion was much more important. Inclusive cultures also view food as something to be shared. One would never take out a sandwich in front of others and not offer to share it. There's a Japanese saying, 'Even if you only have one single pea, you divide it up equally according to the number of people in the room.'

Spontaneous vs Planned Hospitality

In hot cultures hospitality is spontaneous, not a special occasion. It is the context for relationship building (even business relationships)! A house guest pays for nothing. A gift for the host is



PREPAREMODULE #3

LEADER :: COMPASSION | EASTSIDECHRISTIANCHURCH

expected. Food and drink are always involved when someone drops by. (Key: If you invite someone to go out for coffee, it is understood that you are paying.)

In cold cultures, when you have a guest in your home, you prefer to have advance notice of a visit so it can be planned out. Travelers are expected to make their own arrangements other than what is specifically communicated to the host ahead of time. Guests expect to pay for their transportation and restaurants if visiting.

High-Context (Hot-Climate)

vs.

Low-Context (Cold-Climate)

- Everything matters.
- Who you are related to/who you know matters.
- It is better to overdress than to underdress.
- Watch to see how others respond in a situation and follow example.
- Remember to honor the people you are dealing with; too casual is insulting.
- Use manners and respect the rules.
- Give attention to proper greetings.

- What you know is important. Who you know matters, but not as much. ● Not offended by the casual atmosphere.
- Lack of protocol does not mean rejecting, nor is dishonoring.
- Address people by their given names unless others use titles.
- No rules. Anything goes...within reason

Group Oriented (Hot-Climate)

vs.

Individualistic (Cold-Climate)

- My identity is tied to the group. ● I look to the group for what “our” opinion is.
- Group protects and provides for my well being.
- My behavior reflects on the whole group.
- I take initiative within a group only if it is within my role
- Group members expect direction from the leader.

- I have my own individual identity. ● Individuals should have an opinion and can speak for themselves.
- I am independent and self sufficient.
- My behavior reflects on me, not the group.
- Taking initiative within a group is expected.
- One must know how to make one’s own decisions.



PREPAREMODULE #3

LEADER :: COMPASSION | EASTSIDECHRISTIANCHURCH

Though we have all been born into different cultures around the world, we can learn from one another, appreciate where people come from, and embrace a posture of understanding and celebrating differences. ¡Viva La Difference!

QUESTIONS:

1. Which of these dynamics have you observed in your life experiences or relationships?
2. According to the paragraph on task vs. relationship, which way do you lean?
Have you ever served in a leadership role that was not a good match for you in this area
3. Think of one specific life habit from the culture most opposite yours that you would like to adopt or put into practice over the next week.



PREPAREMODULE #3

LEADER:: COMPASSION | EASTSIDECHRISTIANCHURCH

4. Name a pet peeve, opinion or dislike that you've held up to this point. How has reading this article changed your views?

ASSIGNMENT 3

Watch these two scenes from the movie *Hidden Figures*. (If time allows, make a movie night out of it and view the entire film.)

1. [Bathroom Scene](#)
2. [We All Pee The Same Color](#)

QUESTIONS:

(Some questions taken from: <http://shepherdproject.com/hidden-figures-review/>)

1. How do you think you would have responded if you had been in Katherine's shoes?
2. We may not have separate restrooms for races anymore, but do you think there are still injustices and prejudices in our culture? List a few.



PREPAREMODULE #3

LEADER:: COMPASSION | EASTSIDECHRISTIANCHURCH

3. Have you ever suffered injustice/prejudice for anything, been overlooked for something you were qualified for? How did you respond?

4. In 1 Peter 5:6-10, we are commanded to humble ourselves before God, endure hard times patiently, and wait for God to restore, confirm, strengthen and establish us. How did these women illustrate this verse? Have you ever exemplified this verse in your own life?

5. Do you have anyone in your life (now or in the past) that is facing challenges based on race, gender, sexual orientation, age, documentation/legal status, experiencing homelessness, etc.?
 - a. If so, describe their struggles. Has knowing them changed how you see this issue and people with this issue? If so, how? Has your heart been changed?



PREPAREMODULE #3

LEADER:: COMPASSION | EASTSIDECHRISTIANCHURCH

- b. If not, brainstorm some ideas for ways you could seek out some relationships with those that are experiencing one of these hardships. Do you think knowing someone personally in one of the categories might change your heart? How?

6. Galatians 3:28 says, *There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.* Meditate on this for a few minutes and ask God to reveal any hidden prejudices living in you.

What are two LEADERSHIP TAKEAWAYS from this module? Be prepared to discuss with your group.

1.

2.