**LESSON PLAN – STEREOTYPES**

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| Time | Activity | Aids |
| 5 minutes | Ice-breaker game:  Students should prepare two true statements about themselves and one statement that is a stereotype often associated with their identity (nationality, gender, profession, etc.). The others try to guess which one is the stereotype. | Pen and paper |
| 10 minutes | Discussion:   * How would you define a stereotype? Do you think they are a big problem in the society nowadays in comparison to the generation of our parents? * Which stereotypes about your nationality are you familiar with? Which of them are true and which are not? * Do you have any stereotypes about any particular cultures? If so, what are they? * Have stereotypes ever affected other people’s attitude towards you? * Do you sometimes catch yourself at the thought that your attitude towards someone is biased because of the stereotypes? How do you deal with it? |  |
| 5 minutes | Video:  We are going to play a video about the results of a social experiment regarding stereotypes. After the video, a little discussion in pairs might follow, and the solution to stereotype problems should be discussed. | Projector, computer |
| 20 minutes | Case-study ‘’ Navigating Cultural Stereotypes: XYZ Corp.’s Global Expansion Journey’’ with discussion included | Handouts with the text and questions |
| 5 minutes | The game ‘’Guess the country by the stereotype’’. Each group is given a set of picture puzzles, known as rebus puzzles. The pictures in the puzzles represent cultural stereotypes about different countries. Teams work together to decode the pictures and guess which country and which stereotype is being represented. The correct answers will be given at the end. Students can also discuss if they agree or disagree with the stereotype. | Sets of picture puzzles |

**Link for the video:**

[**https://www.youtube.com/watch?v=FTYMSulvnyw**](https://www.youtube.com/watch?v=FTYMSulvnyw)

**Case-study:**

Title: Navigating Cultural Stereotypes: XYZ Corp.’s Global Expansion Journey

Introduction: Welcome to XYZ Corp., a multinational corporation embarking on a thrilling global expansion. As our company spreads its wings to Japan, Brazil, and South Africa, we face an unexpected challenge: cultural stereotypes. These subtle biases are affecting how our teams communicate, collaborate, and make decisions. In this case study, we'll explore real-life scenarios where cultural stereotypes impacted XYZ Corp., creating hurdles we need to overcome for a more inclusive and thriving workplace.

The Problematic Landscape: Picture this: team meetings where unspoken assumptions hinder open discussions, projects delayed due to misinterpretations, and decisions influenced by cultural preconceptions. XYZ Corp. thought its global journey would be seamless, but cultural stereotypes have become roadblocks.

**Scenario 1: The Communication Conundrum:** In Japan, a team member’s reserved communication style is misinterpreted as disinterest by their Brazilian counterparts. This leads to a breakdown in collaboration, impacting project timelines and team morale.

**Scenario 2:The Communication Conundrum in Japan:** In the bustling Tokyo office, an email exchange between a Japanese team member and a colleague from the United States becomes a source of miscommunication. The Japanese team member, adhering to a cultural preference for indirect communication, provides subtle suggestions in the email, assuming the American colleague would read between the lines. However, the American colleague, accustomed to a more direct communication style, interprets the email as vague and non-committal. This misinterpretation leads to confusion, delays in project timelines, and a subtle tension that hampers future collaboration.

**Scenario 3: The Negotiation Nuisance in Brazil:** In Sao Paulo, a negotiation with a Brazilian client becomes fraught with cultural misunderstandings. The XYZ Corp. team, adhering to Western negotiation norms, emphasizes efficiency and focuses on facts and figures. However, the Brazilian client, placing high value on building relationships, perceives the XYZ Corp. team as overly transactional and lacking in interpersonal warmth. The negotiation stalls, and the potential for a long-term partnership is jeopardized. Cultural stereotypes about communication styles become barriers, hindering the establishment of rapport and impeding successful business dealings.

Objectives of the Case Study:

Recognize Cultural Stereotypes: Reflect on personal biases and identify any stereotypes affecting your interactions with colleagues from diverse cultural backgrounds.

Address Decision-Making Obstacles: Analyze how cultural stereotypes might be influencing decision-making processes in organization. Propose strategies to ensure fair and inclusive decision-making.

Evaluate Workplace Dynamics: Assess the impact of cultural stereotypes on employee morale and job satisfaction. What initiatives can XYZ Corp. implement to foster a more inclusive organizational culture?

**Controversial Questions for Discussion:**

Stereotypes or Cultural Differences? How do we distinguish between cultural stereotypes and genuine cultural differences, and where should the line be drawn?

Can certain behaviors be considered universally negative, or is everything relative to cultural context?

How can organizations avoid paternalistic approaches when addressing cultural challenges?

How can companies make sure they don't use a bossy or overly controlling attitude when dealing with cultural issues?

**Guess the country by stereotype:**

1. **British people have a 'stiff upper lip' (don't show much emotion) and drink tea a lot:**
   * 🇬🇧🤐🍵
2. **Americans are loud and patriotic:**
   * 🇺🇸📢
3. **All Chinese people know martial arts:**
   * 🇨🇳🥋👊
4. **French people wear berets and stripy shirts (and hold baguettes!):**
   * 🇫🇷👒👕🥖
5. **Australians Like To Drink:**
   * 🇦🇺🍻😄
6. **Swedish People Are Hot:**
   * 🇸🇪🔥🔥
7. **Argentinians Love Steak:**
   * 🇦🇷🥩❤️
8. **Canadians Are Polite:**
   * 🇨🇦🙏😊
9. **Russians drink vodka every day:**
   * 🇷🇺🍸📅
10. **English People Love Talking About The Weather:**
    * GB☁️🗣️