Response to discussion question

Student’s Name

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**I make the point that "Using the Hofstede cultural dimensions, leaders can learn about the cultural background of different nations by comparing and contrasting them."**

The theory of Hofstede’s culture dimensions involved the framework which revolved around cross culture communication. It also discusses the relationship between values, and behavior of people which are helpful in creating a structure. The work of Hofstede serves as a benchmark for other cross cultural researchers (Ford, 2013). Though the work of Hoftede is useful to leaders in understanding the cultural dimension of different nations, it also provides better understanding of some of the similarities. It defined nations in six components which bring out the similarities and differences which exist in different nations. The six cultural dimensions are power distance, individualism, uncertainty avoidance, masculinity vs. femininity. According to Hofstede (2011), the theory categorized countries based on their similarities. For instance, Denmark, Sweden, Great Britain, and Ireland are categorized as small power distance and weak uncertainty avoidance nations. These nations have a lot of cultural similarities from language, food and regions (Eringa, 2017). Even the government structure and leadership style being practice in these nations are similar. Therefore, the classification of nations according to the theory of Hofstede is also based on the unequal relationship which exists between people.

International comparison of culture based on Hofstede theory indicates that Arabs, Asia, Latin and African have higher score in regard to power distance index. However, Germanic and Anglo countries have lower power distance index. For instance, the Guatemala has a power distance score of 95 compared to the United States with a score of 40 and Israel with a score of 13 (Craig, 2014). This makes it clear that Hofstede theory defined nations based on cultural perspective which are related to similarities and difference. Therefore, the nations are categorized based on the way they scored on power distance, muscularity and individualism.

# References

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