



[Home](#) [About](#) [Contact us](#) [Articles](#) [Discussions](#) [News](#)  
» [Current Articles](#) » [Previous Articles](#) » [Search Articles](#) » [Article Archives](#)

## “How to detect and avoid cultural clashes in the early stages”

Cultural diversity can only work within an enterprise if the value of diversity is a priority.

Author: **Linda Watson**  
Published: 9/1/2006

---

As women and men come in all different colors, shapes and sizes, their cultural diversity is also as varied. This diversity will be manifested by their social, spiritual, political, and/or economical values.

Ignorance is often at the root of misunderstandings and intolerance. And misunderstandings and intolerance often lead to anger and other forms of workplace abuse. Three recent studies show that 24 to 60 percent of management time and energy is spent dealing with anger, resulting in decreased productivity, increased stress among employees, hampered performance, high turnover rate, and absenteeism and, at its worst, violence and death.

Therefore, detecting and acknowledging cultural differences early is important in order to detect when an employee feels victimized and isolated from the mainstream population due to intolerant behavior on the part of other employees.

Common misunderstandings that can create clashes:

- Difference in communication styles and tolerances
- Structural barriers and limited access to people within the organization
- Internal dynamics that can cause friction between people
- Rationality can take on a form of self-righteousness
- Cultural traditions not being respected

### News



[Employers Should Consider Age and](#)

[Disability Harassment in Their Employment Policies](#)

Tuesday, 8/29/2006



[When Faith and Work Clash](#)

Tuesday, 8/29/2006



LEGAL TRAINING FOR MANAGERS

Create respectful workplaces with Fair Measures' world-class, web-based training programs

[www.FairMeasures.com](http://www.FairMeasures.com)

### Survey

Please give us your feedback on the effectiveness of our website.

It only takes 2 minutes...

[Click here for the 2 minute survey...](#)

Diversity in the workplace demands tolerance of other people's cultural values and mind-sets. So the first lesson to follow is to provide a way for each group in your organization to share their cultural heritage, pride and beliefs with the others.

Another way to avoid clashes is to have strong policies and procedures in effect to help delineate what is tolerated and what is not tolerated. These policies and procedures will set realistic expectations for all members of the organization to work cooperatively and to solve problems in a nonviolent manner.

When problems escalate, however, and appear to be spiraling out of control on a regular or recurring basis, this is a clear sign that the organization has not done enough to eliminate the cultural intolerance within their work environment.

This is when a security awareness program can educate and seamlessly interface with other security needs, such as the protection of assets i.e., the human capital, intellectual capital, products, and physical buildings.

Here's a great opportunity to demonstrate how valuable the blended work force is to the organization. By being sensitive to a culturally diverse population within the organization you create a winning team spirit. This will help develop your employees to their full potential.

Protecting cultural expressions in a safe and responsible manner allows the organization to focus on the big objects like increasing customer satisfaction.

---

#### About the Author...



Linda Watson, CPP, CSC, CHS-V is the president of Whirlaway Group, LLC an independent security management consulting firm that helps enterprises protect their assets through security management, education, training and preparedness planning.

Linda is Board Certified in Security Management and has over thirteen years of experience in the field of law enforcement and security.

