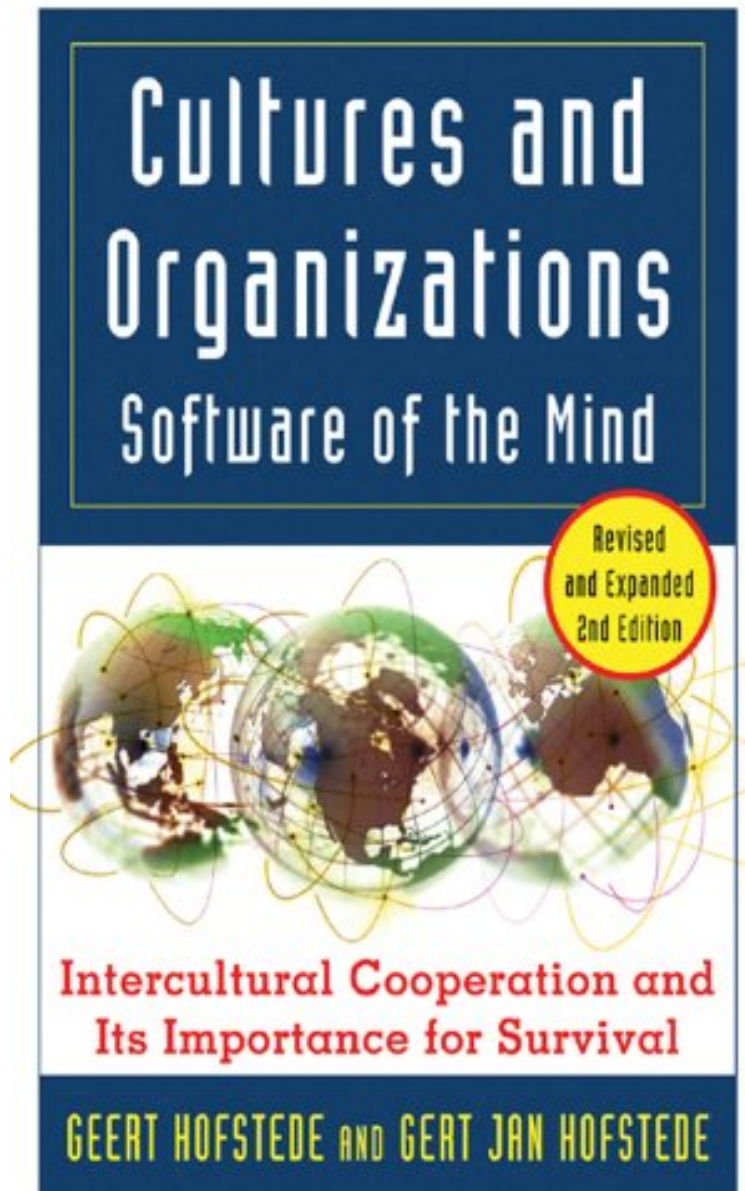


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## Cultures and Organizations: Software for the Mind

*Geert Hofstede, Gert Jan Hofstede*

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**Geert Hofstede, Gert Jan Hofstede : Cultures and Organizations: Software for the Mind** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Cultures and Organizations: Software for the Mind:

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comprehensive analysis of cultures in over 70 countries conducted over a 40 year span. Hofstede suggests that our cultural imprint drives many of our values, beliefs, thoughts, feelings and behaviours. Many of these operate at the unconscious level hellip; until you travel overseas and experience a different culture. The book measures and compares cultures on 6 dimensions and in doing so provides amazing insight into how to operate when living and working in a culture that you did not grow up in. A must for anyone who works with people from different cultures.rdquo;After speaking with expert lecturer on Cultures Olga Muzychenko, I now have reason to doubt how Hofstede integrates data from different studies to arrive at final conclusions. ... even with that knowledge ... it is still very much worth a read.0 of 0 people found the following review helpful. Good multicultural communication book!By K. WrightThis distills multicultural communication with business orientated dialogues and is written in a book format; rather than an activity based format. There is another book, Figuring Foreigners Out - a practical guide, that is written more in a Q/A activity format. The material is largely the same. Sometimes, people complain to me that the other book has an older copyright: 1998. This book is 2010. The material is largely the same and both are quality books. I recommend this book if you want a book that is written to read instead of an activity book. I really like both and find they complement each other's formats well. Although it is fair to note that this book was more recently published. Either way, I highly recommend supplementing this book with talking to different cultures and youtube videos on communication in different cultures. Despite the youtube supplementation, I still think you need a quality, well-written book source if one is serious about the topic. Also, the Kindle version of this book has about 10 popular highlights at the time of this review. It looks like there is an active kindle community highlighting in this book. The popular highlight choices are pretty good choices too...I would be interested to see other people highlight in this kindle book to see what people find valuable :).0 of 0 people found the following review helpful. A detailed and fascinating review of Hofstede's dimensions...By James IgoeA detailed and fascinating review of Hofstede's dimensions, by the researcher himself, showing broad high-level insights into history and culture, although a bit tedious, as it often describes in detail relationships many of us implicitly understand.

The landmark study of cultural differences across 70 nations, *Cultures and Organizations* helps readers look at how they thinkmdash;and how they fail to thinkmdash;as members of groups. Based on decades of painstaking field research, this new edition features the latest scientific results published in Geert Hofstede's scholarly work *Cultures and Organizations: Consequences*, Second Edition. Original in thought and profoundly important, *Cultures and Organizations* offers vital knowledge and insight on issues that will shape the future of cultures and nations in a globalized world.

From the Back CoverThe revolutionary study of how the place where we grew up constrains the way we think, feel, and act, updated for today's new realities The world is a more dangerously divided place today than it was at the end of the Cold War. This despite the spread of free trade and the advent of digital technologies that afford a degree of global connectivity undreamed of by science fiction writers fifty years ago. What is it that continues to drive people apart when cooperation is so clearly in everyone's interest? Are we as a species doomed to perpetual misunderstanding and conflict? Find out in *Cultures and Organizations: Software of the Mind*. A veritable atlas of cultural values, it is based on cross-cultural research conducted in seventy countries for more than thirty years. At the same time, it describes a revolutionary theory of cultural relativism and its applications in a range of professions. Fully updated and rewritten for the twenty-first century, this edition: Reveals the unexamined rules by which people in different cultures think, feel, and act in business, family, schools, and political organizations Explores how national cultures differ in the key areas of inequality, collectivism versus individualism, assertiveness versus modesty, tolerance for ambiguity, and deferment of gratification Explains how organizational cultures differ from national cultures, and how they can--sometimes--be managed Explains culture shock, ethnocentrism, stereotyping, differences in language and humor, and other aspects of intercultural dynamics Provides powerful insights for businesspeople, civil servants, physicians, mental health professionals, law enforcement professionals, and others Geert Hofstede, Ph.D., is professor emeritus of Organizational Anthropology and International Management at Maastricht University, The Netherlands. Gert Jan Hofstede, Ph.D., is a professor of Information Systems at Wageningen University and the son of Geert Hofstede.About the AuthorGeert Hofstede (Netherlands) is professor emeritus of organizational anthropology and international management at the University of Limburg, in Maastricht, where he is the founder and director of the Institute for Research on Intercultural Cooperation. Gert-Jan Hofstede (Netherlands) is a Ph.D. and a professor at Wageningen University.