



**GLC** Global Language Center

# GLC Newsletter

MARCH 2020

## SLS Staff Development Celebrates Presenters of 2019

Congratulations Sonia Slavtcheva!

**G**  
**L**  
**C**



Ms. Slavtcheva was honored during an award ceremony at FSI in recognition of her continuous support of professional development in the school of Language Studies last year.

Thank you for representing the GLC Team.

thank you



# The Independence of Estonia and Lithuania



## Lithuania

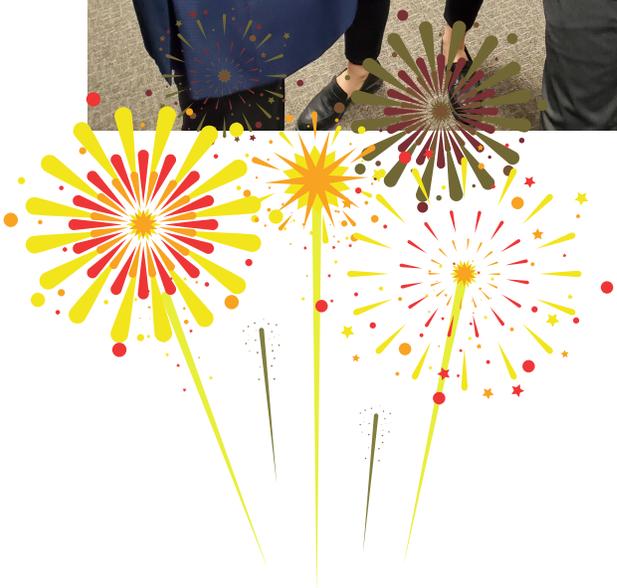


The School of Language Studies, European and African Languages Division, hosted an event on March 10 to commemorate the independence of Estonia and Lithuania. The event was attended by representatives of the Estonian and Lithuanian embassies, as well as members of the diaspora community. Estonian and Lithuanian language students gave a short presentation about the role language has historically played in maintaining a sense of community identity during periods of occupation.

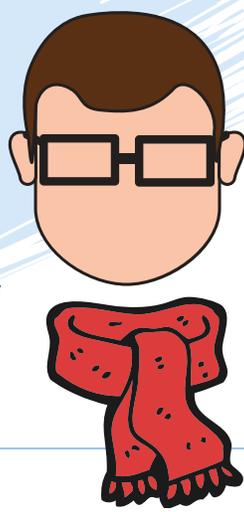


GLC's Kia Kirchman (Curriculum Developer) is 4th from the left in the blue dress. The Estonian Ambassador Jonatan Vseviov to the US is third from the right with the blue tie.





# Iouri's Corner



## *Cultural Learning - The Lewis Model*

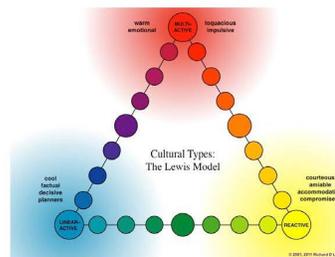
Richard D. Lewis, a British culturologist, expended E. T. Hall's dichotomy of *high vs. low context* cultures. He split "high context" into two separate categories and suggested a triangle of interconnected dominating points: Linear-active (related to predominantly low-context cultures), Multi-active (one end of the spectrum of high-context cultures), and Reactive (the other end of the high-context cultures).

*Linear-active* types generally are "cool, factual, decisive planners."

*Multi-active* types - "warm, emotional, loquacious, impulsive interrelators."

*Reactive* types - "courteous, amiable, accommodating compromisers and good listeners."

Lewis color-coded each category according to the sentiment of the adjectives he chose.



The use of action adjectives offers more descriptive capability to the model. Color-coding added to the emotional perception. The enclosed type of visual presentation – the triangle, instead of a category list – granted the model a sense of wholeness, where the three categories are interrelated and interconnected. Overall, the model attained much more power of explanation.

The cultural anchors of each cultural type are further extended into fifteen behavioral alternatives that provide choice for describing personal, group, or national cultural preferences.

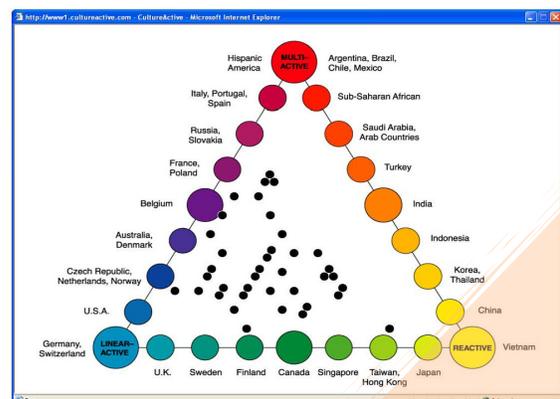
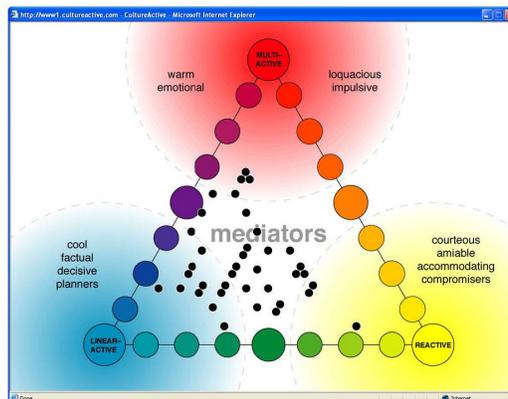
Behavioral alternatives of the Lewis model			
	<i>Linear-active</i>	<i>Multi-active</i>	<i>Reactive</i>
<i>Listening and speaking</i>	Talks half the time	Talks most of the time	Listens most of the time
<i>Planning</i>	Plans ahead step by step	Plans grand outline only	Looks at general principles
<i>Directness</i>	Polite but direct	Emotional	Polite, indirect
<i>Connections</i>	Uses official channels	Seeks out top or key person	Uses connections
<i>Feelings</i>	Partly conceals feelings	Displays feelings	Hides feelings

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<i>Tasks and action</i>	Does one thing at a time	Does several things at once	Reacts to partner's action
<i>"Face"</i>	Dislikes losing face	Has good excuses	Must not lose face
<i>Job/people orientation</i>	Job-oriented	People-oriented	Very people-oriented
<i>Expressing disagreement</i>	Confronts with logic	Confronts emotionally	Never confronts
<i>Interruptions</i>	Rarely interrupts	Often interrupts	Statements are promises
<i>Truth</i>	Truth before diplomacy	Flexible truth	Diplomacy over truth
<i>Patience</i>	Sometimes impatient	Impatient	Patient
<i>Body language</i>	Limited body language	Unlimited body language	Subtle body language
<i>Facts</i>	Uses mainly facts	Puts feelings before facts	Statements are promises
<i>Social/professional</i>	Separates social and professional	Mixes social and professional	Connects social and professional

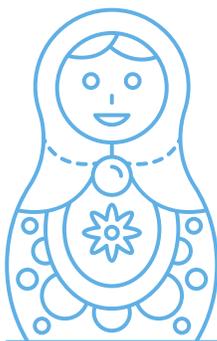
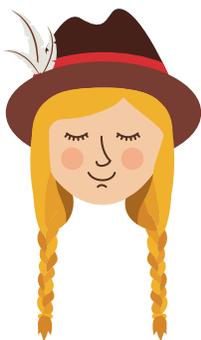
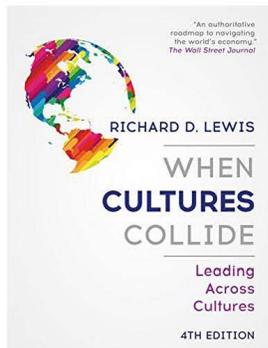
After taking a questionnaire and identifying your personal cultural preferences, which more often than not include features from all “three corners,” you can compare them with those of others (family, friends, colleagues or business partners). The resulting diagram will indicate which affinities you (and those around) have with other cultures. It could be also a clue to which social or working environment one can find sympathetic. The same applies to cultures. Here is a relative placement of countries/cultures within the triangle.



The benefit of having such a model is two-fold. It serves as one frame of reference for learning about one's own cultural self and about others. Also, it is rather harmonious – neither type is beneficial on its own; there might be one or even two dominating points that complement each other:

- we need **linear-active** types to ...organize, plan and see problems, analyze consequences, hold consistent policies, access rational thought, generate data, challenge us objectively;
- we need **multi-active** types to ... generate enthusiasm, motivate, persuade, create positive social atmosphere, access emotions, generate dialogue, challenge us personally;
- we need **reactive** types to ...harmonize, act intuitively, be patient and see a big picture, think and act long-term, access feelings, listen, empathize ... and not to challenge directly.

In the next month's newsletter, we will look into a web-based application **CultureActive** based on the Lewis Model.





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## Tips To Best Prepare For A Performance Review At Work

No one likes being judged, but your yearly review at work is a great opportunity to improve yourself. Check out these tips for preparing for your performance review.

Performance reviews are a great way for employers to assess your work as a whole and track your progress. They're also a great time for you to see what your strengths and weaknesses have been. Gather up your materials. If you have notes, weekly highlights, awards and recognition student feedback, etc., you'll want to gather these materials, sort through them, and determine what's most important or significant.

Your employer should have a good idea of all the accomplishments you've had on the job, but some things might have slipped past them. This is the perfect time to highlight all that you've done in order to prove your value.

Something as simple as clocking in each day on time and meeting regular deadlines can help prove your case. It's important to not just list out your accomplishments but to provide solid proof. So, organizing all your information into a portfolio is a good option.

### **Do a self-evaluation**

You can always do an honest evaluation on yourself before you even speak to your employer. Bust out your initial job description and go through each requirement. This will help you determine whether you've met or exceeded all the requirements for the position. Look back at previous performance reviews with your employer, if you have any. This could help you prepare for your upcoming review as well.





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## **Think about questions you may have**

You want to be actively engaged in the conversation when you have your performance review. Sometimes that involves asking questions and sharing goals or ideas you might have for the future.

If something has been on your mind lately or has been bothering you, be sure to voice your opinions during this time. Offer suggestions to fix the issue, this shows you aren't just complaining but want to discuss the problem. Having open lines of communication with your employer is a great way to make your job more pleasant for you and management. Jot down any pressing questions you might have so when they ask, you don't feel like you've been put on the spot.



## **Commit to being open-minded**

Don't forget to prepare yourself by committing to having an open mind. You may feel like you need to be defensive since performance reviews can be kind of tense or awkward.

Instead, be open minded and open to hearing everything your employer has to say, good or bad. You might not hear all good news. If some of your weaknesses are highlighted or you're given constructive criticism, accept it and use it to improve your work ethic for the following year.

Being open minded to change, as well as both positive and constructive feedback, can allow the performance review to run smoothly.



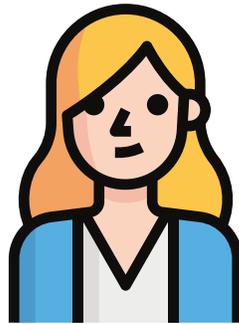
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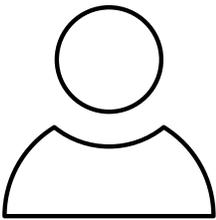


## \$275

## AMY'S REFERRAL BONUS



Global Language Center is accepting candidates and referrals for language instructors, curriculum developers and testers. If a candidate is selected, both the person making the referral and the person being referred will each receive \$275.00. Candidates should send their resumes to Amy Murphy at [amurphy@glcenter.com](mailto:amurphy@glcenter.com)



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