South Americans

１．

* Because family is a first priority for most South Americans, activities that involve family members usually take priority over work issues.
* Which means they place a higher value on other life activities
* Titles and positions may be more important than money
* For most of them, work is viewed as a necessity for survival and may not be highly valued in itself, while money is for enjoying life.

２．

* People of this heritage find it important to keep peace in relationships in the workplace
* Many are very sensitive to differences of opinion, which are perceived as disrupting harmony in the workplace.
* For many of them, truth is tempered by diplomacy and tact. When a service is promised for tomorrow, even when they know the service will not be completed tomorrow, it is promised to please, not to deceive. Thus, for them, truth is seen as a relative concept.
* They believe that time is relative and elastic, with flexible deadlines, rather than stressing punctuality and timeless.

For South Americans, the real challenge for employers is to stress the importance and necessity of work schedules and punctuality in the American workforce.

Japanese

１．

* Many both in and outside of Japan share an image of the **Japanese work environment** that is based on a lifetime employment model used by large companies.
* Japan is known for strong devotion to one’s company and long work-hours.
* Employees are expected to work hard and demonstrate loyalty to the firm, in exchange for some degree of job security and benefits, such as housing subsidies, good insurance, the use of recreation facilities, and bonuses and pensions.
* (Wages begin low, but seniority is rewarded, with promotions based on a combination of seniority and ability.)
* Labor unions made reduced working hours an important part of their demands, and many larger firms responded a positive manner to it.

２．

* Karoshi is brought on by high amounts of stress from working 60 hours or more per week.[
* The average Japanese worker is entitled to fifteen days of paid vacation a year but usually takes only seven days.
* This is kind of related to Japanese individuals motivated to maintaining harmony (wa) and participating in group activities, not only on the job but also in after-hours socializing (nomikai). The image of group loyalty, however, may be more a matter of ideology than practice, especially for people who do not make it to the top.

３．

* Japanese are quite sensitive to the desires and expectations of colleagues and superiors. Because saying no or delivering bad news is extremely difficult, they may avoid issues or indicate that everything is fine rather than state the nagative.
* Until recently, Japanese workers tended not to leave work before their boss did.

For Japanese, North American employers should explicitly discuss expectations about starting and quitting times with Japanese employees.

**Presentation Script**

Good morning everyone, / My name is Mika Hibino and my lovely partner, Ayana Miyasaka. / We would like to talk to you today / about Job hunting for the multicultural companies.

We are here to tell you / what multicultural companies are / and how to do well on the interview for it. / And If you have any questions, / please feel free to interrupt us.

(CHANGE)

To start with, / What is multicultural companies? / Here is the definition I found on Investopedia.com, (Read)

So you will be working with people who have various backgrounds, / different values and thoughts / if you are working at the multicultural company. / They may not speak your language; they may believe in different religions, their work styles may be different than yours.

In order to avoid having problems or conflicts, you need to know about those differences between cultures.

And this time we are not going to talk about gender difference / since we would like to focus on cultural matter.

(CHANGE)

As you can see, this is the old saying “When in Rome, do as the romans do”.

Across cultures / you will see differences / in everything from laws, language, religion, / dress, food, holidays, / and even driving rules. / Work places have their own culture too. /

Unlike traditional Japanese companies, some multicultural companies let employees wear blue jeans on Fridays. / Or you may hear the constant laughter and bantering of co-workers, while there’s only silence in some Japanese work places. So before you “Do as the romans do”, you need to learn what they do to get a job opportunity.

We picked the three major cultures: First Japan: our country (maybe not for some of you), / North America, and South America. / Ayana will explain Japan and South America.

(CHANGE)

North American people are individual people. Work is largely done independently. Supervisors like employees / who can work by themselves without much supervision, / take initiative and make decisions.

They tend to separate their personal / and family life from their working life. / It is okay in the workplace to discuss hobbies and what you are going to do on the weekend, / but personal problems are not appropriate conversation topics at the office.

Relationships with co-workers are often less formal / and casual English is commonly used. / Professionalism is still expected though, / to make the atmosphere for employees higher performance, / sometimes the companies executive talk friendly and use jokes.

Value objectivity and appreciate it / when all members of the team voice / their opinions and offer suggestions. / If you have an idea, don’t be afraid to let yourself be heard. / your co-workers and bosses will want to know it. / It also shows you have an interest in company matters. /

 And Questions are good. Western companies value employees who do not hesitate to ask questions. Speak up for yourself effectively. They will appreciate your initiative and willingness to learn.

As we learned about three different cultures, let’s go on to the next step: how western people do job hunting.

This is based on my personal experience, / so there might not be entirely true. / So first you make the list of the company that you wish to apply for. In my case, I prepared around 300 company list in the PR and advertisement industry from web, yellow page, referrals and newspaper classifies. And then make phone call to each company and tell them you are looking for a position at their company. And if you are lucky you might get an interview appointment, or be told to send them your resume. Then next step interview. And you will show 100% of yourself and send them thank you email after. You can give them a follow up call if you don’t hear from them 2 to 3 days later.

Lastly, how to give the best performance on your interview for the multicultural companies. These are the frequently asked questions, please take a look at it later.

 And these are the very general thing, so no need to mention for now either.

The body language is the very important factors to give the best impression to the interviewer. And this may differ a lot then what we think it is.

Postures: When the interviewer offers you a seat, sit upright but not too stiffly in your chair. This indicates that your comfortable and feeling confident. Hunching down in your chair gives the impression of nervousness and low self-esteem.

What to do with your hands: rest them loosely clasped in your lap or on the table. Keep your hands away from your face. Touching the nose or lips can indicate that you are lying. Folding your arms across your chest suggests a closed and defensive attitude.

Eye contact: If the interviewer is talking and you want show that your listening, you need to instigate direct eye contact and maintain it, however this often comes across as challenging or aggressive in Japanese society. According to western body language experts, you need to hold eye contact for about 10 seconds before looking away.

Voice delivery: This is also little bit hard for some Japanese people including myself, avoid speaking in a monotone by changing your tone and pitch. But not too much or too strong emotion into it.

This is the end of our presentation about job hunting. Hope it helped a little bit to give an idea and thank you so much for listening.

References

Investopedia.com/multicultural Organization Definition

(<http://www.investopedia.com/terms/m/multicultural-organization.asp>)

Job Interview Tips

(<http://www.employmentguide.com/careeradvice/Interview_Tips.html>)

Expert Interview Body Language

(<http://www.best-job-interview.com/interview-body-language.html>)