7. According to Robert Kohls, a well-known researcher on cultural values in the U.S., "basic American values" include all of the following except:
a. all people are created equal
b. change is seen as negative
c. individuals take credit for their accomplishments
d. personal control over environment

8. The process of learning to identify with larger groups and their ways of life is called:
a. cultural assimilation
b. structural assimilation
* c. cultural identity development
d. mestiza consciousness
e. the evolution of cultural certainty

9. People who are culturally marginal:
a. are unaware of their cultural silos
b. lack an ethnic identity
c. belong to a group that is underrepresented in the larger society
* d. exist on the fringes of more than one culture

10. Manuel has lived in the same city for his entire life. Consequently, much of his thinking and many of his behaviors have been strongly influenced by family, friends, and acquaintances who live nearby. Manuel’s socialization experiences, which insulate him from the rest of the world, are an example of:
a. a cultural silo
b. mestiza consciousness
c. hidden ethnicity
d. stereotype vulnerability
* a. a cultural silo

11. An eco-map can be used to:
a. analyze one’s cultural silo
b. understand one’s cultural identity
c. identify those groups that influence our values
* d. all of the above

12. In her book, *Borderlands*, Gloria Anzaldúa discusses being a Chicana in Anglo culture, a woman in Hispanic culture, and a lesbian in the straight culture. She uses what term to describe the experience of trying to reconcile and integrate her multiple identities?
a. integrative identity
b. pluralistic identity
* c. mestiza consciousness
d. cultural identity ambiguity
13. “When I take a math test, it is almost like I am trying too hard. Since I am the only female in my class, I feel a lot of pressure, especially during tests. I feel like my professor looks at me differently because I am a woman. Maybe it has something to do with the perception that women are not as competent as men when it comes to math. Anyway, I get so anxiety-ridden that my test scores do not really reflect my ability.” This student’s experiences in her college math class reflect which of the following?
   a. the minority model of identity  
   b. the conflicted model of identity  
   *c. stereotype vulnerability  
   d. gender acting

14. We may choose cultural identities depending on the situation. With this choice, we choose to retain as much of our cultural distinctiveness as possible.
   a. integrative model  
   b. separate identity model  
   *d. pluralistic model

15. With this model, we compartmentalize our cultural identities. For example, we might bring one identity to work but maintain another identity outside of work.
   a. integrative model  
   *b. separate identity model  
   c. assimilation model  
   d. pluralistic model

True-False
1. Cultural identity refers to the people and ways of life with which we identify. (True)

2. Collectivistic cultures are found in countries such as the United States and Australia. (False)

3. In collectivistic cultures, the emphasis is on the “we” rather than the “me.” (True)

4. Ethnic identity refers to an awareness of belonging to a social group that shares a common culture. (True)

5. According to research cited in the text, immigrants born in the U.S. are likely to see their ethnic heritage as more important than recent immigrants to the U.S. (False)

6. Hidden ethnicity refers to relatively small groups, often found in large cities, who strongly identify with their ethnic identity. (False)
7. Majority groups possess social, economic, and political power. (True)

8. Some identities we choose for ourselves, while others are chosen for us. (True)

9. Research shows that when we belong to a group that is underrepresented at work, school, or in some other setting, we become less aware of that characteristic that sets us apart. (False)

10. As defined by Hofstede, certainty refers to our need for structure and regulations. (True)

11. Family and close friends are examples of primary groups. (True)

12. Ethnocentrism makes us more aware of our cultural silo. (False)

13. According to Oetting and Beauvais, individuals can strongly identify with more than one culture at the same time. (True)

14. When we adopt the integrative model, we try to blend into another culture by completely shedding or covering up our ethnic identity. (False)

Define Key Terms

identity
ubuntu
cultural identity
personal identity
universal identity
socially constructed
individualistic culture
collectivistic culture
ethnic identity
assimilation
hidden ethnicity
majority group
family of orientation
cultural identity development
culturally marginal
certainty
cultural silo
eco-map
primary groups
ethnocentrism
mestiza consciousness
stereotype vulnerability

Note: key terms found in glossary

Essay

1. Is our cultural identity socially constructed? Explain.

2. Explain how individualistic cultures view identity differently than collectivistic cultures.

3. Some identities are hidden while others are more visible to others. What are two examples of each?

4. Explain why understanding our cultural identity is a critically important skill in today’s workplace.

5. What does it mean to be aware of your “cultural silo?”

6. The assimilation model, pluralistic model, integrative model, and separate identity model refer to a variety of cultural identity choices. Briefly discuss the assets as well as the liabilities of each model.
Multiple Choice
1. Culture includes
   a. languages
   b. beliefs
   c. clothes
   *d. all of the above
   e. only a and b

2. Native Americans and Muslims share distinctive ways of life within the larger, mainstream culture in the U.S. Consequently, they are known as
   a. cultural entities
   b. cultural components
   *c. subcultures
   d. micro-cultures

3. Maria is a health care provider who works at a large, suburban hospital. She can adjust to hospital's culture in a variety of ways. Recently, she has come to the conclusion that she needs to change and blend in, not only for her own sake but also for the good of her organization. According to the text, Maria's adjustment is to
   a. tolerate
   *b. suppress
   c. deny
   d. respect

4. Sergei works at an organization where diversity is a non-issue. He and his coworkers do not understand all the fuss about diversity. As he says, “I feel that underneath, we are all the same. We are all of one race, the human race.” Sergei’s adjustment to cultural diversity is to
   a. suppress
   *b. deny
   c. respect
   d. tolerate

5. According to the text, there are five adjustments we can make to cultural diversity. Because of her own cultural lens and the organization in which she works, Natalie chooses to respect diversity. One positive consequence of this type of adjustment is that Natalie
   a. does not feel a need to change her own awareness and understanding with regard to diversity.
   b. knows what to expect because everybody plays by the same rules and has the same expectations.
   *c. reflects on her own diversity, broadens her knowledge, and confronts issues that deal with the diversity of others.
   d. knows that she can focus on changing others rather than herself.
6. The stress of hiding who “I really am” is a negative consequence of which of the reactions to cultural diversity?
   a. deny
   b. tolerate
   c. respect
   *d. suppress
   e. accept

7. Cultural encapsulation refers to
   a. immersion in a large variety of cultures and subcultures
   *b. lack of contact with cultures outside of our own
   c. the assumption that other cultures should be judged by our standards
   d. the process by which we come to believe various cultural truths

8. Which of the following is an example of a cultural truth?
   a. The belief that meetings should begin and end on time
   b. The belief that individuals are in control of their own fate
   c. The belief that individuals are not completely responsible for their successes and failures.
   *d. all of the above
   e. only a and b

9. The text cites a recent national survey of Latino immigrants in the U.S. Data reveal the vast majority of those surveyed believe it is important to change so they can blend into the larger society. This belief supports
   a. pluralism
   b. cultural encapsulation
   c. enculturation
   *d. assimilation

10. Which of the following is not a cultural commonality?
    a. using symbols to express ideas and feelings
    b. having some concept of time
    c. being able to accumulate culture and pass it on to future generations
    *d. prioritizing the needs, values, and goals of the individual

11. Respecting a variety of cultural lenses means
    a. identifying people with certain behaviors because of their culture
    b. agreeing with how others view the world
    c. valuing the uniqueness of cultures rather than the uniqueness of individuals
    d. all of the above
    *e. none of the above

True-False
1. Culture includes tangible things as well as abstract ideas. (True)