

misunderstood concept

- I teach a Career Management Course to international students. The expectation is that at the end of the course, the students have an understanding of how to manage their careers and be able to talk confidently about their skills and strengths. The students usually fall into the following categories:
 - No employment experience- Culturally, the students were expected to focus on their studies and look for suitable employment only once they graduate
 - No employment experience in Canada- Students have an employment history but not in Canada and do not know how to market themselves in the Canadian job market
 - Employment experience in Canada- Students have experience working in 'survival' jobs to help pay their bills
 - The challenge is to teach the students about job search in a Canadian context. As the majority of students want to find jobs in Canada for settlement purposes, this course helps them build their skills to meet the demand of the local labour market.

analogy

- Some students who even have had employment in Canada, may not even be aware of the concepts they may have to unlearn and relearn in a new cultural context. For example, while discussing interview skills in class, some students express confidence in their ability to answer interview questions. By focusing on the cultural differences and similarities using **Hofstede's Cultural Dimensions Theory**, I can help the students gain greater clarity on why it may be important to discuss the best practices when preparing for an interview.
- Using the typical structure of a family as an analogy, the concepts of individualism vs collectivism are explained. This helps the students understand how to structure their responses to interview questions that meet the employer's expectations. e.g. how to explain their skills and strength during the interview but also why they need to focus on their individual accomplishments even during a team project.

