

Power Distance

U.S.A

- ▶ The United States experiences a low score of 40 on this dimension.
- ▶ This is because of the principles of equal rights, liberty, and justice.
- ▶ There is hierarchy, just like Canada, that was established for convenience so communication between managers and non-managers is informal and direct.

Canada

- ▶ Canada has a low score of 39 on this dimensional score.
- ▶ They are structured with interdependence among its population.
- ▶ This shows the Canadian organizations are more convenient and accessible.
- ▶ The managers depend on employees and expertise and the communication is direct.

Individualism

U.S.A

- ▶ The United States scores a high rank of 91¹ on this cultural dimension.
- ▶ There is a more loosely knit¹ social structure where majority of the Americans are expected to look after their own interests from immediate family members and not authorities.
- ▶ This kind of culture in the United States reinforces extended families where everyone takes responsibility for other members of their group.
- ▶ There is also a high degree of geographical mobility in the United States.

Canada

- ▶ Canada has a score of 80⁶ also on this cultural dimension.
- ▶ It is an individualist society and it has also a loosely knit social structure where people base their on their own interest.
- ▶ Canadian people are likely to elects their leaders based on their personal desire and not based on the party's principles.

Masculinity

U.S.A

- ▶ ¹ The United States has a high masculinity score of 62, with a common behavioral pattern.
- ▶ This shows that Americans have the mentality of leaving to achieve the American dream by living to work and being better than others.
- ▶ This can be seen by the ² behavior in school, work, and sports which are based on the shared values that people should “strive to be the best they can be” and that “the winner takes all”.
- ▶ Also, Americans tend to display freely about their “successes” and achievements in life (Hofstede Insights, 2018).

Canada

- ▶ Canada scores average on this cultural dimension at a score of 52.
- ▶ It shows a competitive environment and people strive to reach a ⁶ high standards of performance at work and sports with respect to achievements.
- ▶ They ² have a work life balance and are likely to take time to enjoy personal pursuits, family, and life in general (Hofstede Insights, 2018).

Uncertainty Avoidance

U.S.A

- ▶ The United States scores a 46 on this dimension. This is a below average score.
- ▶ This indicates the extent at which the society perceive threats by uncertain events and situations that can possibly occur.
- ▶ Also, Americans can accept new ideas and they can try something new like innovations, food or business.
- ▶ Americans tend to be tolerant and allow freedom of expression, they easily take opinions from anyone.

Canada

- ▶ Canada scores a 48 on this dimension as the culture is more uncertainty accepting.
- ▶ They easily accept new ideas and they are willing to try something new or different.
- ▶ They also accept new ideas and opinions from others, thus they allow freedom of expression.
- ▶ They are not rules- oriented than other cultures that score high, emotionally, they are less expressive.

Long-term Orientation

U.S.A

- ▶ The United States scored a 26 in this dimension.
- ▶ This means that those who reside in the United States measure their performance on a short-term basis and look for the “quick results” for problems in the workplace.
- ▶ Americans are more practical and they analyze information to find more about it.
- ▶ They have ideas on what is good or bad and very informed on issues about human rights, drugs, weapons and euthanasia.

Canada

- ▶ Canada scored a 36 in this dimension. They have a strong concern with establishing the absolute truth.
- ▶ Canadians exhibit a great respect for traditions, a small propensity to save for the future.
- ▶ They focus on achieving “quick results” (Hofstede Insights, 2018).

Indulgence

U.S.A

- ▶ ¹ The United States scored an above average score of 68 in this dimension. What this says
- ▶ This shows that Americans reward themselves for the hard work they do. Just as the saying goes, “work hard, play hard”.
- ▶ ¹ Americans strive for reward benefits for their accomplishments.

Canada

- ▶ ¹ Canada also scored a high 68 in this dimension.
- ▶ Canadians tend to give in to their desires and impulses to a larger extent than other cultures.
- ▶ They also tend to be positive and value their leisure time.

The differences in culture, communication, working conditions, and negotiation strategies between USA and Canada

	U.S.A	Canada
Culture	There are four value aspects of American culture; Independence. Americans strongly believe in the concept of individualism. Equality. The American Declaration of Independence states that "all people are created equal," and this belief is deeply embedded in their cultural values. Informality. This belief in equality causes Americans to be rather informal in their behavior towards other people. Directness. Americans tend to be open and frank when dealing with other people.	The value aspects of Canadian culture include; equality, respect, safety, peace and nature. Respect for indigenous people. Canada is working towards reconciling with all indigenous peoples. Law, women and men are equal in Canada. Respect for the environment is an important part of Canadians value. Many of the world's greatest natural wonders are in Canada (the Great Lakes, Niagara Falls, the Bay of Fundy, the Rocky Mountains, and the Arctic in the far north).
Communication	Americans use direct Communication. They tend to convey their entire message verbally, paying less attention to body language. People are expected to 'get to the point'.	The communication culture in Canada is that they are more conservative in their manners, their speech and how they speak to others, as well as the way they dress. Etiquette is very important. It is frowned upon when there is excessive body contact, the overuse of gestures when greeting others, or the loud conversation between others.
Working conditions	The Federal law does not regulate the wages, working hours and overtime pay for employees in executive, administrative or professional positions but it does regulate for the covered employees. The federal minimum wage for covered nonexempt employees is \$7.25 per hour. Many states also have minimum wage laws. California is the only state with a minimum wage of \$15.	The employees are paid a minimum of \$11 to \$14 per hour according to Canadian jurisdictions range. Employers are prohibited from intimidating, disciplining and dismissing their employees for exercising their rights.
Negotiation strategies	Americans use distinctive styles in negotiation including, legalistic, urgent, result oriented and explicit. Although these traits vary according to personalities and circumstances. A recognizable American style is always evident, shaped by powerful and enduring structural and cultural factors.	Most Canadians are not overly fond of bargaining and dislike haggling. They can be tough negotiators but are usually less aggressive than Americans can be. Appearing confident and assertive is essential, though, since facing an apparently insecure counterpart may encourage Canadians to negotiate harder.

Similarities Between Canada and USA



Similarities

- ▶ Some similarities that the United States and Canada has that draws business owners to Canada is its familiarity.
- ▶ The United States and Canada share many same customs like shaking hands, that is the standard greeting in both cultures.
- ▶ Also, the two cultures also share the same language, which makes doing business in Canada much easier.
- ▶ Canada and the United States share similar legal systems, and it is vitally important for expanding businesses to protect their intellectual property.

Differences Between Canada and USA

Differences

- ▶ One thing that US differs with Canada is that it has steered through the global financial crisis better than many of the international banks because of its banking system.
- ▶ If any U.S. business wishes to conduct business in Canada, especially a small to mid-sized business that is seeking to tap global markets while saving money on taxes, Canada is a natural candidate for expansion.



the bank system

Country Comparison Task (2).pdf

ORIGINALITY REPORT

64%

SIMILARITY INDEX

37%

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