



CULTURAL INSIGHTS

Kultureinblicke: Deutschland

GERMANY



a culture crash course every other month, sent right to your inbox!

QUICK FACTS

- Equality**
Germans tend to value equality and democratic ideals. There is a large middle class and long tradition of "Mitbestimmung", or employee and manager "co-determination" in decision making. This is balanced with a healthy respect for organizational hierarchy
- Need for Certainty**
There is a desire for stability and less tolerance for risk. Managerial guidance is expected as Germans take great comfort from having a structure to rely upon
- Rules**
There is a tendency for strict application of formal rules without much attention to context
- Exact Time**
Germans take pride in accomplishing tasks "one at a time", sequentially and well known for punctuality! There is a preference for strong analytical orientation and long-term planning
- Balanced Competition**
Germans encourage competition and believe it brings out the best in the individual. Challenges are seen as a way to produce the best possible outcome. At the same time, there is a strong sense of collaboration

FUN FACTS

College education in Germany is free for everyone, including international residents

Following the United States, Germany is the second most popular migration destination in the world

"Ruhezeit am Sonntag" a.k.a "quiet time on Sunday" is strictly enforced by federal and state laws: No mowing the lawn, washing the car, running a washing machine or otherwise disturbing the peace

WATCH OUT!

Germany's WWII history and fascist past are sensitive topics- avoid jokes or casual references



COMMUNICATION IN GERMANY

"Die Deutschen sind übrigens wunderliche Leute! Sie machen sich durch ihre tiefen Gedanken und Ideen, die sie überall suchen und überall hineinlegen, das Leben schwerer als billig."

"The Germans are peculiar people! They make life harder than it needs to be by always looking for and applying the deepest thoughts and ideas."

- JOHANN WOLFGANG VON GOETHE
18th Century German Literary Figure

Low Context



Germans generally pay little attention to non-verbal cues and body language. "Small talk" is not appreciated and personal questions may be seen as an invasion of privacy.

Restrained



Emotion may be regarded as unprofessional; in a business context, trust and credibility are developed through reliability and emotional stability; Germans are generally more relaxed and emotionally expressive with family and friends, particularly in southern Germany.

Formal



Germans perceive that there is comfort in knowing the rules, therefore protocol is important. Germans are also sensitive to position and age.



THE DETAILS

GERMAN CULTURAL PROFILE



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