



Mimi – mind changer

Time waits for no one

This mind changer activity shall help interest in and reflect upon the different aspects of diversity and also see how HR managers / company owners may understand the situation in their social and professional life. It shall be an initiator to rethink tardiness as a cultural characteristic.

Mind changer implementation and follow-up – For VET providers

Step 01

Prepare

Explain punctuality as a cultural trait and how it is perceived in different countries.

Step 02

Implement

Divide the participants into groups of 2 people. One person plays the role of a migrant employee who is late due to different perception of time, and the other is the HR Manager that must deal with this issue.

Step 03

Develop

The participants role-playing as the HR Managers must find a solution to the issue that is mutually agreed by both parties.

Step 04

Follow-up

Theoretical input is provided by the trainer and further discussion is encouraged.

Recommendations, Tips & Hints

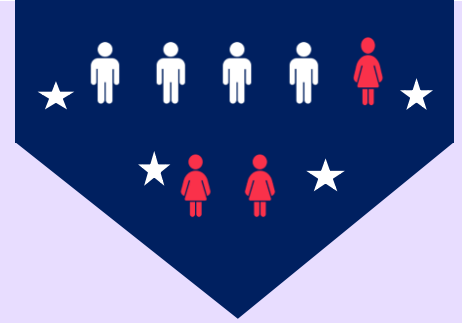
While cultural differences need to be respected, workplaces still depend on schedules to deliver products and services. Thus, bridging the time gap in multicultural environments relies on solutions that address the issue without offending sensibilities.

Classroom resources

Chairs

Duration

According to the trainer's instructions and the participants' engagement level

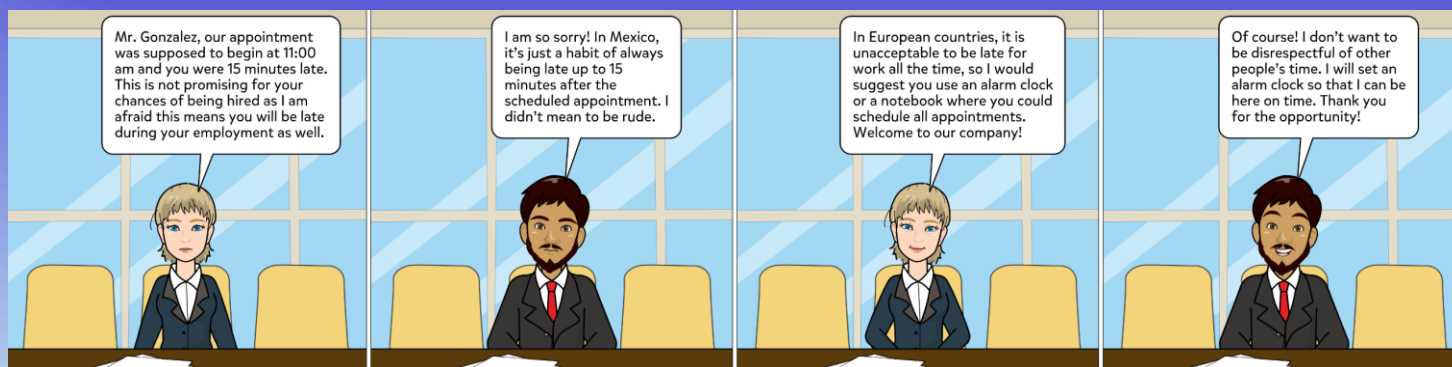


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Picture this:

You have arranged an interview with a candidate from Mexico for a vacancy in the Sales Department. The interview is scheduled for 11:00 a.m., but the interviewee is nowhere to be seen. At 11:15 a.m., they finally arrive. Will this tardiness affect the outcome of the interview? Look into the story below.



About the tool

What you can benefit from this is the relativity of time as conceived in different countries. It shall be an opportunity to rethink tardiness as a cultural characteristic.

Food for thoughts

The HR manager might learn that if the interviewee is foreigner, they might need to clearly state that punctuality is important when sending the confirmation mail of the meeting.

Take notes & discuss with peers

Key words

punctuality, concept of time, respect of others

Further material

- [Punctuality around the world](#)
- [Punctuality| UK and Germany VS India and Latin America \(Cultural Differences\)](#)
- [Understanding The Concept Of Punctuality And Time In Different Cultures](#)