The Argonaut Assessment

Argonaut is an on line tool for understanding cultural differences. It focuses on twelve dimensions which research by Dr. Carey Coghill has shown have the greatest impact on performance when living and working in new cultural environments. Individuals from different cultures demonstrate a range of work styles and lifestyles around these dimensions and can be positioned according to their preferences along continuums, as shown below.

Space	Private space respected/guarded	←——→	Private space accessible
Use of Time	Activities in sequence	←——→	Activities overlap
Time Spans	Future oriented	←——→	Past oriented
Fate	Self determination	←——→	Fatalism
Rules	Respects rules	←——→	Interpret rules (situational)
Power	Low power distance	←——→	High power distance (Accepts Hierarchy)
Responsibility	Self directed	←——→	Other directed
Group Membership	Individualist	←——→	Collective
Tasks	Task oriented	←——→	Relationship oriented
Communication	Direct communication	←——→	Indirect communication
Conflict	Resolve conflict	←——→	Avoid conflict
Problem Solving	Solve problems based on logic	←——→	Solve problems in impulsive, value based way

Benefits of using Argonaut

Compare your own work style with other cultures to:
- Reduce misunderstandings and tensions
- Improve work processes
- Learn on your own schedule and at own pace
- Enhance understanding of team dynamics
- Find strategies for daily dilemmas and come up with practical solutions you can implement right away to work more effectively with others