

Your Character is Abu Sara

About Abo Sara:

Abo Sara is a 50 years old father and husband, he had to move recently from his country to another. This is after the crises and war took place in his homeland. He has one very smart daughter her name is Sara.

Abo Sara means the father of Sara. In his village, the father is called by his son name. But in this case Abo Sara has no sons yet. This is why he is called by his daughter name. After he has a baby boy then he will switch names.

Therefor Abo Sara means the father of Sara!

Abo Sara is coming from a long-term orientation culture where traditions and rituals are highly important to be practiced and kept. Gender roles are specific and Chasity in women is important. Like all fathers, Abo Sara wants the best for his daughter. She is now 12 years old she is in the 6th Class in the hosting country. Abo Sara had to move to this new country because of the war in their homeland. He dreamt about his daughter future to be a doctor or an engineer.

When they left their country Abo Sara has brought a headscarf to his daughter in order to raise her up in respect to Hijab as part of their culture. Sara is going to the new school in her new hosting society since few months now. She is making a very good improvement with her language skills and all teachers are very satisfied with her.

Abo Sara believes that to raise the children in a better manner, at certain age girls and boys shall be separated. He believes that from an early age, girls shall learn how to dress modest and not to take part in mixed activities. This is the gender roles in his culture he grew up with it and he wants his children to keep carrying these traditions for their benefits.

Abo Sara is very expressive. Based on the Lewis model for cultural characteristics he is coming from a multi active culture. In this culture expressing emotions and being talkative is a sign of sincerity. Some people who does not know about the values behind his communication style might think he is too aggressive. But Abo Sara is very peaceful and he would never want to hurt anyone.

Abo Sara in conflict:

One day Sara came back home with a swimming suit in her bag. Her father asked her about it and why she has it. Sara told him that Irena the sport teacher gave it to her so she can wear it next week to the swimming classes with the other students.

Abo Sara was very emotional and upset. He immediately took off to his daughter's school. he was talking to himself before he reached the school asking himself if this teacher thinks that because of him being a refugee then he has no right to keep their traditions and their cultural identity?

Abo Sara arrived to the school emotionally charged and asked for Irena. He asked Irena if she thinks that it is ok to enforce him to make his daughter wear a swimming suit and take part in a mixed activity?

Irena answered that this is the rules in their school. Girls and boys are equal! Abo Sara felt so insulted he started to question her if she thinks that they are retarded and they torture their own girls.

Irena told him that he is very aggressive he shall not take it personal and that she will end the conversation.

Irena left the building. Abo Sara continued to express his emotions of feeling discriminated and disrespected. He also left and he was determined that Sara will not go to the school anymore until the school solves this issue with Irena. He also decided to contact the media and make it a public view case.

Put yourself in the shoes of Abu Sara

1. Abo Sara is following which intercultural conflict style based on the intercultural conflict style inventory by Hammer?

2. What are the values and its prioritization beyond the behavioural patterns of Abu Sara in the situation above?

The four styles are as below:

1. **Direct:** People with direct style tend to be direct with their arguments and the reasons behind their disagreement. In the other hand they are restrained with their emotions. People with this style tend to clearly and verbally discuss their disagreements and arguments. They are more likely to be judged by others who do not know about the other conflict styles. They are misunderstood as arrogant, emotionless and careless.

2. **Engagement:** People with this intercultural conflict style are open to express their emotions and argument. They use strong body expressions and they involve emotions while expressing why and how they got upset. They do not express only the reason behind their disagreement but also the negative emotions they are experiencing. They are more likely to be judged by others who do not know about the other conflict styles as rude and aggressive.

3. **Dynamic:** People with this conflict style are more open to express their feelings and disagreement through emotional body language expressions and dramatic reactions. They do so without the confrontation about the disagreement and the reason behind it. They are not comfortable with direct discussions about the disagreement. They use implicit hidden messages to deliver their dissatisfaction. They expect from others to be sensitive and to get the reasons behind their emotional expressions and implicit actions. They might be misjudged as unreasonable and confused.

4. **Accommodation:** This people tend to hide their emotions and disagreements. They believe that confrontation might threat the group harmony. Accommodation style to them keeps their face and the face of others. They rather hide their disturbance and keep it to themselves while they are annoyed. This affects their proactivity but still they would avoid discussions. This makes others perceive them as being not honest and tricky.