“This is the story of America. Everybody's doing what they think they're supposed to do.”

- Jack Kerouac, On The Road -
The Anglo Cluster includes the following countries:

- USA
- South Africa (White population)
- Canada (English speaking)
- United Kingdom
- Ireland
- New Zealand
- Australia

LOW-CONTEXT cultures:
communication is mostly verbal, direct, understandable by both in- and out-group members. Emphasis is placed on rules and procedures, decisions are made after evaluation of facts and data.

Since what is said is what is meant, written communication is common and relied on: contracts tend to be long and detailed, further interpretation and analysis of a message is not required.
MONOCHRONIC cultures are future-oriented, they value orderliness, privacy, punctuality and have a low tolerance level for lateness and interruptions. Time is linear (one event follows the other) and it’s associated with efficiency and careful planning.

People tend to be methodical and to engage in one activity at the time. Task compartmentalization is the norm, schedules are important. Task- and social-time don’t often overlap.
DOING cultures are goal-oriented: activities are prioritized over relationship, people tend to keep busy. Completing a task is a way to show one’s professionalism and to prove commitment to the team.

Anglo cultures value productivity, efficiency, high-performance and competitiveness. People strive to achieve goals, for social status is associated with from personal accomplishments. Rewards tend to be based on merit.
INDIVIDUALISTIC Cultures:
Individual rights, freedom, personal achievements, self-fulfillment are the main priorities. Strength, independence, self-sufficiency, uniqueness are highly valued, people are expected to achieve goals on their own.

Happiness is associated with positive feelings, free choice, self-indulgence, and tends to be measured in terms of perceived success.

GUILT cultures:
Guilt, as a self-conscious emotion, is the main tool of social control in individualistic societies. While shame is linked to honor and requires an audience, guilt is a private, internalized feeling concerned with one's conscience and sense of morality.

"True guilt cultures rely on an internalized conviction of sin as the enforcer of good behaviour, not, as shame cultures do, on external sanctions. Guilt cultures emphasize punishment and forgiveness as ways of restoring the moral order". (Paul Hiebert)
"MASCULINE" cultures (*) in the Anglo cluster are ego-driven, materialistic, they value assertiveness and they're traditionally male dominated. Societies in the Anglo cluster, however, strive to achieve greater gender equality and greater "humane orientation" (*).

(*) Humane Orientation indicates the extent to which a society emphasizes altruistic, caring behaviour. Note the similarity between Globe's Humane Orientation and Hofstede's Masculinity/Femininity cultural dimension.

UNCERTAINTY AVOIDANCE: cultures in the Anglo cluster are rated in the mid-range with regard to this particular cultural dimension: they are fairly open to novelty and change, likely to be accepting of diversity, they value freedom of expression. Personal interactions are usually informal.

According to the Globe study, people from Anglo societies - who have a moderate tolerance to risk - express a wish for "less formalized rules, policies and procedures to reduce uncertainty in events."

Power Distance: cultures in the Anglo cluster are rated in the mid-range with regard to Power Distance: while privilege and social inequality are somewhat "tolerated" (uniqueness implies that everyone is unequal), these societies express a wish for greater social equality and a fairer distribution of resources.

Flat organizational structures are the norm, managers and employees tend to cooperate, juniors are encouraged to express their views and to think critically. Great emphasis is placed on the importance of equal rights and opportunities.

- The Globe Project, Online: https://globeproject.com/