Does Anyone Really Know What Time It Is?

Presented by **Lisa Hagemann**

Understanding Time Systems Creates Successful Engineering Teams

Are You Polychronic?

Maybe your Monochronic

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Definitions

Chronemics

the study of human tempo as it relates to human communication and non-verbal communication

Monochronic time

A monochronic time system means that things are done one at a time and time is segmented into small precise units. Under this system, time is scheduled, arranged, and managed.

Polychronic time

A polychronic time system is a system where several things can be done at once, a wider view of time is exhibited and time is perceived in large fluid sections.

Recognizing
Polychronic and Monochronic Traits
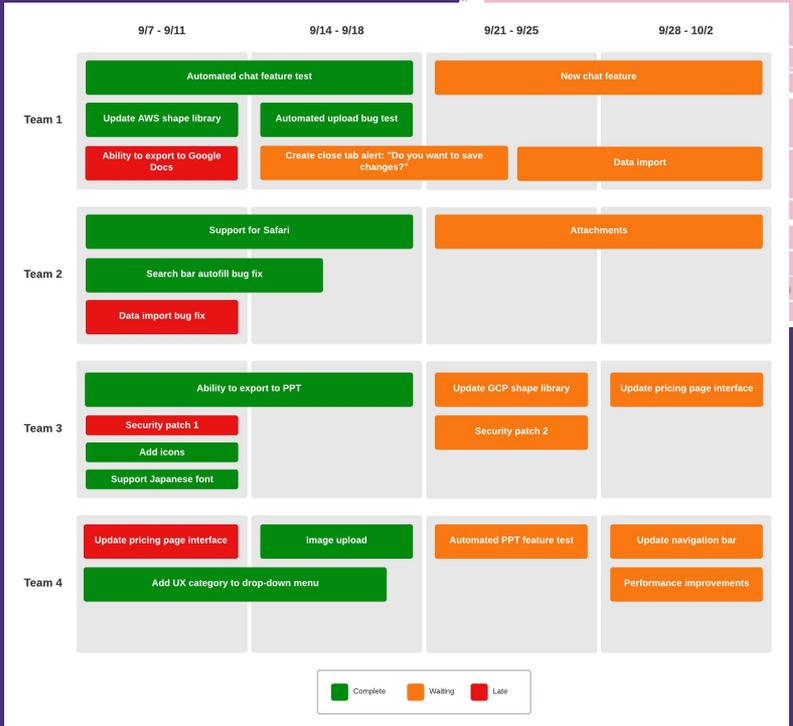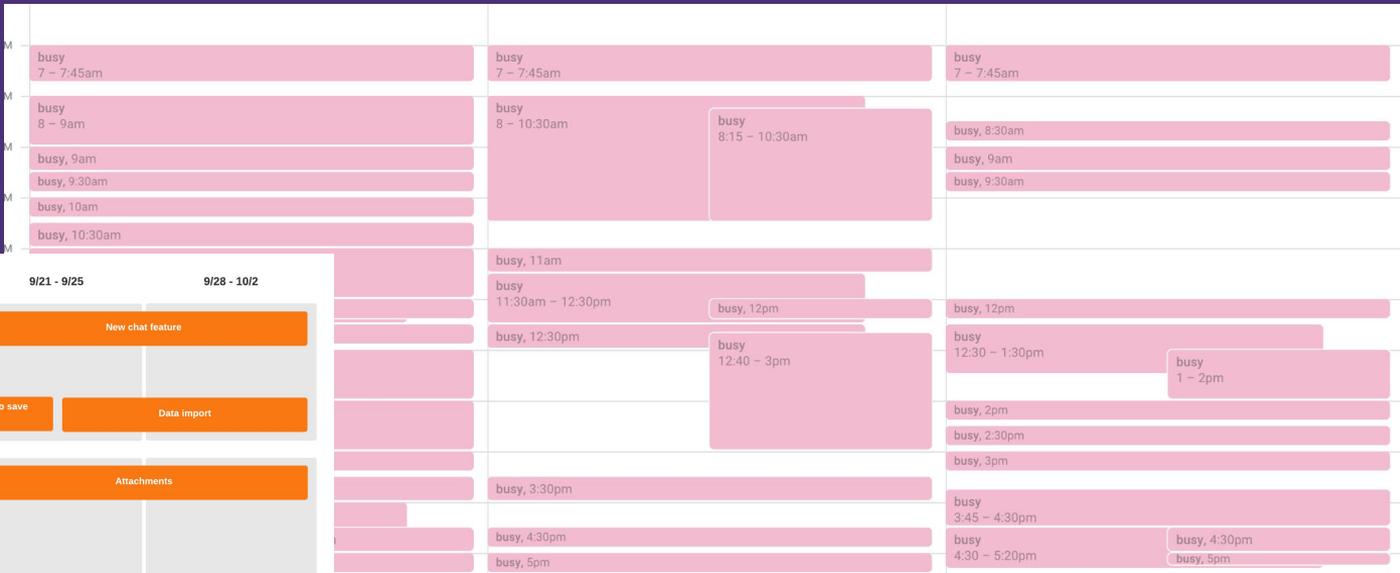
How does these images make you feel?
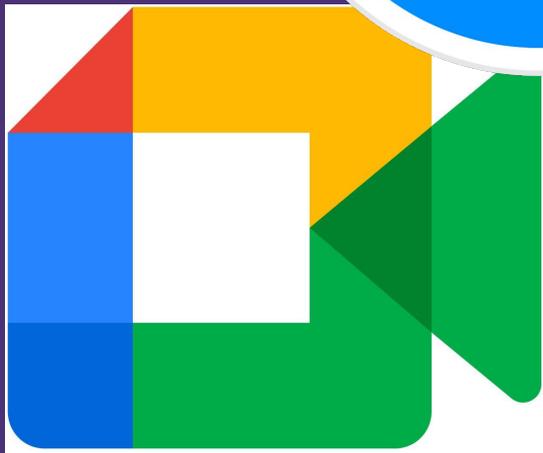
How about these?

Photo by Andrea Piacquadio pexels.com


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Monochronic Cultures/People

➔ do one thing at a time

➔ concentrate on one task

➔ take time commitments (deadlines, schedules) seriously

➔ are low-context and need information

➔ committed to the task

Polychronic Cultures/People

➔ do many things at once

➔ do not see interruptions or diversion as something to be avoided

➔ consider an objective to be achieved, if possible

➔ are high-context and already have information

➔ are committed to people and human relationships
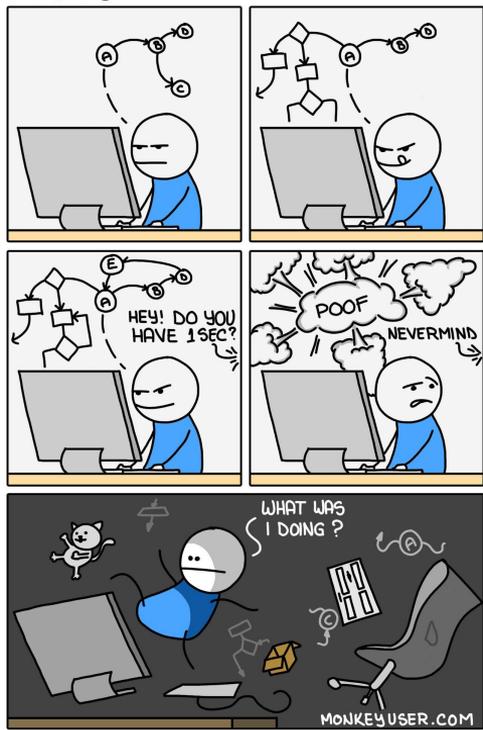
Misconceptions

Multitasking is not necessarily polychronicity

Hyper focus is not necessarily monochronicity

It's about your *Relationship* with time
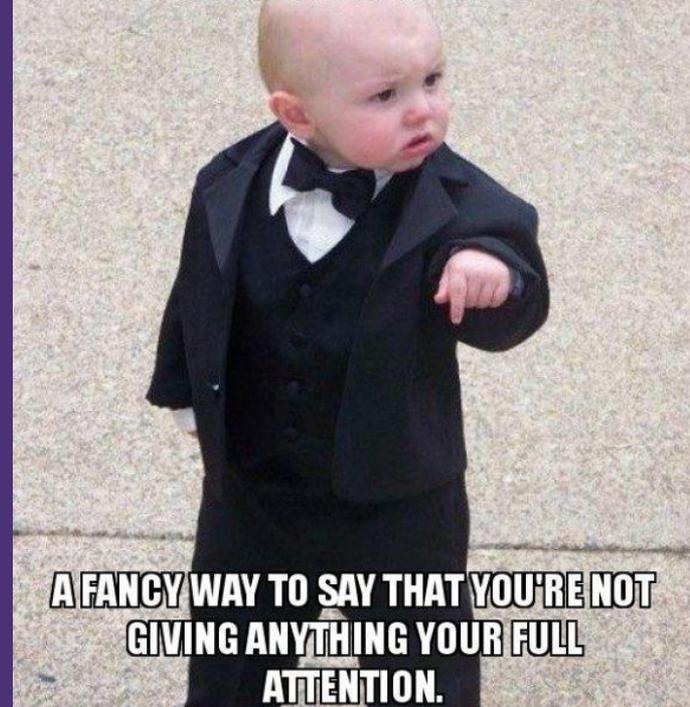
Characteristics

Monochronic Cultures/People	PolyChronic Cultures/People
do one thing at a time	do many things at once
concentrate on one task	do not see interruptions or diversion as something to be avoided
take time commitments (deadlines, schedules) seriously	consider an objective to be achieved, if possible
are low-context and need information	are high-context and already have information
committed to the task	are committed to people and human relationships
adhere strictly to plans	change plans often and easily
are concerned about not disturbing others; follow rules of privacy and consideration	are more concerned with those who are closely related than with privacy
show great respect for private property; seldom borrow or lend	borrow and lend things often and easily
emphasize promptness	base promptness on the relationship
are accustomed to short-term relationships	have strong tendency to build lifetime relationships

Building Better

Building Better

Recognizing

- Understand chronemic differences, and recognize the tendencies

- Encourage monochronic or polychronic behaviors when appropriate

Avoid Generalizing

- Despite the introduction of mono and polychronic being about cultures; we are still working with individuals

Asynchronous Work

- Consider chronemic differences as another rationale for asynchronous work

- A set of agreed upon guidelines allows both our polychronic and monochronic team members to work as is best for them

Fit to the task

- The strengths of different chronemic ways should be considered when assigning tasks

- Don't have your polychron responsible for Project Planning!

Thank You!!!

Understanding relationships with time will help improve team relationships

Keep chronemic differences in mind

Build better communication and reduce friction