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WorldWork Podcast Outline

– Kawatani Tak(ashi) Diversity Management Institute Inc. (Japan)

item	content
theme	Trust in Japan: Alternative Social Values
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1. International Comparison of Trust

International Team Trust Indicator, WorldWork

"Trust is the personal risk I take in expecting that people I depend on will act in a positive way towards me - especially if I cannot control the result of their actions."

KOJIEN Dictionary 広辞苑: **trust; reliance; confidence**

●Shinrai 信頼: 嘘偽りないと信じて頼ること = **character of a person = Future**
rely on someone believing there are no lies and falseness.

●Shinyou 信用: ① 確かなものと信じて受け入れること = **track record = Past**
② **それまでの行為・業績**から、信頼できると判断すること = **confidence**

① Believe and accept as certain based on track record

② Judge as believable based on past conducts and achievements

世間が与える評価 = judgment endorsed by communal consensus

> 判断基準が国内基準でほぼ認知されている
judgment criteria more or less agreed by domestic criteria

信用 or achievements-backed confidence is a prerequisite for trust to be rendered.

▶ Summary of Trust in Japan :

Trust is the full reliability one places upon people based upon their sincere conducts of the past. *Kawatani*

■ Alternative:

“Trust is the common good people arrive at by managing differences **sincerely** and overcoming conflicts in order to achieve shared benefits.” *internet*

“他者との違いに真摯に向き合い、共通の利益を達成するために、相克を超えて到達する共通善である”

日本国憲法 The Constitution of Japan

日本国民は、恒久の平和を念願し、人間相互の関係を支配する崇高な理想を深く自覚するのであつて、**平和を愛する諸国民の公正と信義に信頼して**、われらの安全と生存を保持しようと決意した。われらは、平和を維持し、専制と隷従、圧迫と偏狭を地上から永遠に除去しようと努めてゐる国際社会において、名誉ある地位を占めたいと思ふ。われらは、全世界の国民が、ひとしく恐怖と欠乏から免かれ、平和のうちに生存する権利を有することを確認する。

We, the Japanese people, desire peace for all time and are deeply conscious of the high ideals controlling human relationship, and we have determined to preserve our security and existence, **trusting in the justice and faith of the peace-loving peoples of the world.** We desire to occupy an honored place in an international society striving for the preservation of peace, and the banishment of tyranny and slavery, oppression and intolerance for all time from the earth. We recognize that all peoples of the world have the right to live in peace, free from fear and want.

われらは、いづれの国家も、自国のことのみに専念して他国を無視してはならないのであつて、政治道徳の法則は、普遍的なものであり、この法則に従ふことは、自国の主権を維持し、他国と対等関係に立たうとする各国の責務であると信ずる。

We believe that no nation is responsible to itself alone, but **that laws of political morality are universal; and that obedience to such laws is incumbent upon all nations** who would sustain their own sovereignty and justify their sovereign relationship with other nations.

2. Ten Components of Trust in Japan – Kawatani Takashi 日本の信頼の構成要素10 – 河谷隆司

1	信用(実績の裏付け)がある	Confidence backed by achievements
2	信義を重んずる人物である	A man of justice
3	言行が一致している	Matching words and conducts
4	裏切らない	Don't betray
5	嘘をつかない	Don't tell lies
6	哲学(判断軸)がある	A man of principle
7	既存の枠組みから変節・逸脱しない	Honour/conform to existing system
8	有言実行か不言実行	Walk the talk or Walk the walk
9	約束を守る	Keep a promise
10	必ず成果を出す	Make sure to give results



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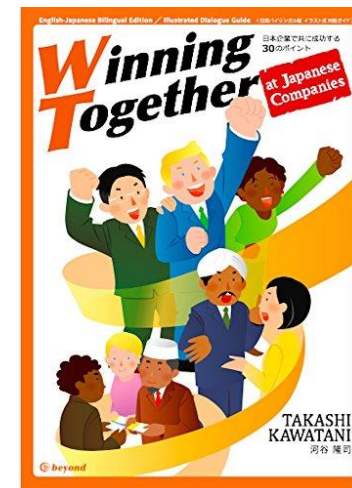


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- Lecturer, Advisors for semi-governmental organisations
- Researcher at Center for Japan Studies, Institute of Strategic and International Studies (ISIS) Malaysia
- Consultation and training in Asia Pacific, US & Europe
- Award: World HRD Congress 2011 “Strategic Leadership Award”
- Publications: ***Winning Together at Japanese Companies***, *Crosscultural Leadership Guide*, total 13 books.
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 ^{JP}
Spreading
Japanese Ethics



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日本人
Japanese

経営理念研修

Corporate Philosophy

マネジメントスキル

Management Skills

日本型ビジネス文化

Japanese Business Culture

Global Manager

Managing Together

M&A Integration

Working Together

異文化マネジメント

アセアンマネジメント

Crosscultural Management
ASEAN Management

異文化リーダーシップ

Crosscultural Leadership

日本開催 Held in Japan

現地開催 Held locally