U.S. Cultural Adaptation Reflection

In my home country, IT teams are typically structured around strict hierarchies. Decisions are often top-down, and junior team members rarely question or challenge leadership. Feedback is subtle, often indirect, and usually delivered through formal channels.

In contrast, the U.S. IT workplace emphasizes a flatter hierarchy, where team members at all levels are encouraged to contribute ideas and speak up. Feedback is direct and expected frequently, even from junior staff to leadership. Communication is often informal and open, allowing for real-time course correction and innovation.

To succeed in the U.S. IT leadership environment, I will adapt by:

- Encouraging two-way communication during meetings

- Conducting regular one-on-one sessions to support open dialogue

- Being open to feedback regardless of where it comes from

- Building a psychologically safe space for diverse opinions

- Practicing active listening and cultural sensitivity

This adjustment in mindset and management style will allow me to thrive as a supervisor, gain trust, and lead teams that are diverse, motivated, and highly effective.