CROSS-CULTURAL ADAPTATIONS ON GLOBAL TEAMS

Directions: Working with international employees creates an expectation that problem-solving participants need to switch style in order to achieve the best results. The following five culturally based behaviors allow each person to think about what comes easily or naturally for him or her and about where each can learn to adapt more comfortably. Read the five statements below and select the answer that suits you best by circling either a or b. Then write a statement about where you need to be more culturally flexible and expand your behavioral options.

1. Regarding time, it is preferable for me to . . .
   a. not have precise deadlines.
   b. have clear deadlines.

   One thing I will do to be more adaptive is

2. In resolving disagreements/different opinions, I am more comfortable . . .
   a. stating the issue and trying to solve the problem.
   b. keeping my thoughts and feelings to myself and settling differences outside the group.

   I can style switch more effectively by

3. Regarding communication, I . . .
   a. can handle any reality if people communicate clearly and directly.
   b. appreciate subtle, more implied communication, as it is more helpful for me.

   My communication skills will be enhanced if I
4. In this day and age, . . .
   a. we already have too much change. Let the future come from natural evolution.
   b. we live in a fast-changing world. We should be leading the charge. We either change or die.

Regarding change, I am willing to

5. I am most satisfied working where the emphasis on assignments is . . .
   a. given to the individual.
   b. given to the group as a whole.

I can reframe my preference by