

## **Summary:**

- Psychological changes in multicultural team.
- Cross cultural code switching and cross cultural framework of organizations

## **Strengths:**

- The author has clearly pointed about the need for cultural adaptation for the organizations and their benefits the organizations may experience in a long term perspective.
- The article is supported by many examples scenarios based upon each issues if the organization in terms of culture in a global environment. The examples had also included different practices of countries.
- Provided the solution for handling the issues in cultural communication by explaining about code switching framework which enables an individual know about the importance if cross cultural communication and their significance. The framework explains about the different psychological states that is to be undergone by individuals in order to understand the culture.
- Provided good explanation cross cultural constructs with supporting examples.

## **Weaknesses:**

- Too much information provided without a proper flow. Some parts of the article were vague in context to the actual purpose of the paper.
- Many assumptions made. The figure in the article was not explained.

**Interesting Points:**

- Psychological difficulties in adapting to new culture.
- Offering blueprint to the company to understand individual psychological challenges when facing intercultural adoptions
- Provided a guide for companies to understand about intercultural adoption.

**Issues raised for professional practice:**

- The cultural framework cannot be applied to all the organizations.
- How the organizations guide individuals in intercultural training when they are not willing to accept different culture? They should not be compelled to adopt any culture and it should be based upon their individual interest
- Raises psychological challenges that individuals will face during intercultural adoptions.