**U.S. Cultural Adaptation Reflection**

**Cultural Comparison: India vs. U.S. IT Teams**

In India, IT teams often function in a **hierarchical and formal structure**, where authority and seniority are respected, and team members are expected to follow top-down decisions. Feedback is usually delivered during structured reviews, and questioning authority may be seen as disrespectful.

In contrast, U.S. IT culture promotes **collaboration, open-door leadership, and continuous feedback**. Employees are encouraged to offer input, challenge decisions constructively, and share innovative ideas. This cultural shift places emphasis on **initiative, transparency, and agile decision-making**.

**My Adaptation Strategy:**

* **Adopt Direct Communication:** I will embrace open, respectful communication and seek clarification early in project lifecycles.
* **Encourage Feedback Loops:** I’ll implement regular check-ins and retrospectives to gather insights and empower team members.
* **Be Culturally Sensitive:** I will bridge cultural gaps by integrating my global experience into the U.S. team culture while respecting workplace values like punctuality, documentation, and assertiveness.

“Adaptation is not assimilation—it’s learning how to be effective in diverse settings while honoring one’s roots” (Moran et al., 2020, p. 114).

**References**

Moran, R. T., Abramson, N. R., & Moran, S. V. (2020). *Managing cultural differences: Global leadership strategies for the 21st century* (10th ed.). Routledge.