**U.S. Cultural Adaptation Reflection**

As an international IT professional transitioning to leadership in the U.S. workplace, I recognize several cultural and operational differences that impact how teams collaborate and succeed.

In my home country, leadership often follows a more hierarchical structure where juniors wait for direct instruction and rarely challenge authority. Feedback is typically indirect, and decisions are centralized. In contrast, **U.S. IT teams are often more collaborative, decentralized, and open to peer-driven innovation**. Team members expect timely and constructive feedback, and managers are expected to foster psychological safety where ideas and concerns are welcomed (Morrison, 2020).

To succeed in this environment, I will adapt my leadership style to be **more transparent, approachable, and feedback-oriented**. I will hold regular 1-on-1 meetings to support team development, invite input during planning sessions, and give recognition publicly. Additionally, I will invest time in understanding the diverse communication styles of my team members, especially in multicultural settings (Morrison, 2020).

By embracing these cultural dynamics, I will build trust, foster collaboration, and lead with empathy in the U.S. IT industry.

**References**

Morrison, T. (2020). *Kiss, Bow, or Shake Hands: The Bestselling Guide to Doing Business in More Than 60 Countries*. McGraw-Hill.