U.S. Cultural Adaptation Reflection – Feedback Differences

The US IT work culture is very different, and in order to adjust to it, one will have to learn several important aspects of the differences in communication and leadership styles. The process of feedback is, in an Indian working environment, received in rather authoritarian ways. The constructive criticism is usually left until the performance review sessions, and the junior team members would not comment unless specifically asked. Managers also tend to be authoritative by giving instructions, rather than through open communication, and this approach is more directive.

On the contrary, US organizations facilitate continued, two-way feedback. Employees are allowed to give their views, advice, and constructive comments on any decision made by management as needed. Feedback is regularly provided, both informally and formally, and is regarded as one of the essential practices of personal progress and organizational development (Zia et al., 2022). In American contexts, leadership is more advisory in character and, thus, focuses on building consensus, involvement, and trust rather than being dictatorial.

I would encourage this cultural change to establish an inclusive feedback culture by using frequent one-on-one sessions, instant input sessions, and anonymous suggestions. I will also change my approach to result-oriented, that is, relationship-centered teams and empowering differences (Parvanov, 2025). This approach will help me adjust my management style to US expectations and foster a high-performance team culture that focuses on innovative initiatives in the team environment, characterized by openness and mutual respect.

References

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