**DELIVERABLE #7: U.S. Cultural Adaptation Reflection**

**Saleem Mohammed**

**Information Technology Field Experience-EX20**

**Michael Moifolley**

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**Personal Code of Ethics as an IT Supervisor**

As far as my experience is concerned, IT teams in the American working environment have a great level of independence, cooperation, and focus on open processes and responsibility. The staff are also empowered to speak out their minds, get involved in decision making and be responsible for their work. By way of contrast, the structure of IT teams within my native country is more hierarchical; all decisions are usually made by the top managers, and junior employees are not as likely to express their opinion or argue with a thought. Though both styles focus on efficiency, the U.S. one relies more on the independence of personnel and free communication (Esteban, 2025).

Communication and feedback are one of the main differences that I have observed. In the United States, feedback tends to be immediate, face-to-face, and concrete, and follows the aim of continuous improvement. It is acceptable and demanded to use constructive criticism as a form of growth. At home, though, the feedback is more indirect and formal, and is often provided during the performance reviews, and not on a day-to-day basis. The leadership styles also have a difference where the U.S. leaders are more of facilitators or coaches unlike firm leaders. To perform successfully in an American IT management culture, I will change with having disciplined assertive communication, welcoming candid feedback, and facilitating a teamworking culture of inclusiveness, accountability, and collaboration, respecting diversity of cultures.

**Reference**

Esteban, A. J., Tungrakwattanakul, P., & Nguyen, D. T. (2025). Exploring the Language Use and

  Cultural Adaptation of ASEAN Graduate Students in South Korea Through an

  Autoethnographic Lens. *The Asia-Pacific Education Researcher*, 1-10.