The Smews

Team Profile

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MEMBERS:

Shovan Shakya

65	30	40	40		
Power Distance	Individualism	Masculinity	Uncertainty Avoidance	Long Term Orientation	Indulgence

* estimated
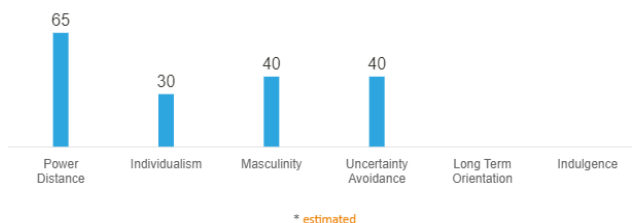
Lemuel Gowrie

Ricoardo Digiovanni

Brazil ×

69	38	49	76	44	59
Power Distance	Individualism	Masculinity	Uncertainty Avoidance	Long Term Orientation	Indulgence

* estimated
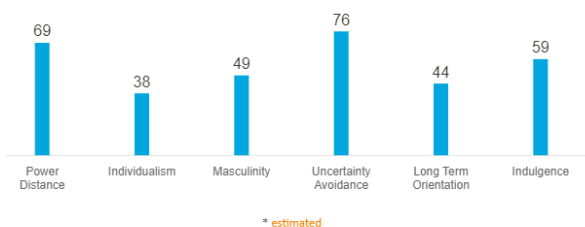
John Pollitt

Cover Letter

Wednesday 14, 2022

Ms. Maya Harris
Global Engineering
3453 Tellor Building C3
Tampa, FL 34456

Dear Ms. Maya:

The Smews is a versatile and capable team with the ability to bring solutions utilizing the diverse backgrounds and experiences of its team members. We have a long commitment to providing sustainable results that are robust and innovative.

The differences of the team members allow us to generate unique ideas and provide novel perspectives. We are open minded and take into account criticisms and feedback in order to develop further. Empathy, a skill underrated in the field of engineering, is something we possess that will allow us to seamlessly integrate and understand the perspectives, objectives, and desires of other employees and clients. It also allows The Smews to complement each other's strengths and cover our weaknesses. . The Smews possess characteristics of taking risks and making bold decisions to create space for innovation and creativity.

It is with these characteristics in mind that we believe to be a perfect fit for your projects. Our backgrounds enable us to integrate with the rest of the team. Our skillset makes us capable of completing a variety of tasks. Our courage gives us space to innovate.

Sincerely,

The Smews

RICARDO FRUMENTO

Cultural Professional Summary

Being raised on a collectivist society helps to create a work environment that nurtures mutual assistance and cooperation inside a country that is known for its individualism.



Cultural Highlights

Power Distance

- Hierarchy is part of the work environment
- Working as a leader requires distance from subordinates
- Working with peers needs to include roles for clear and good communication

Individualism vs Collectivism

- Teamwork is important for the success of every workplace
- Listening and understanding others is the key for a good communication that leads to better work
- Accepting other points of views increases productivity and efficiency

Achievement vs Nurturing

- Professional and educational achievements are important and help to back your positions
- Being able to help others to grow is part of being a leader
- Creating an environment where seasoned professionals and new arrivals are welcomed is hard but necessary
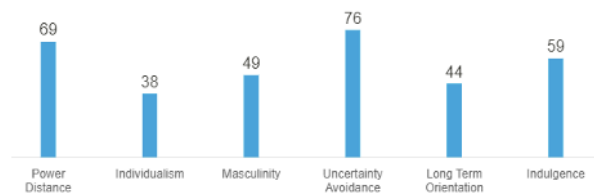
Working With This Team

Helping other teammates is part of the work and everyone achieving their collective and individual goals is important. The success of the whole team is more important than mine.

To accomplish this, strong and reliable communication skills are required. Team meetings need to be scheduled often and focus on content.

SHOVAN SHAKYA

Cultural Professional Summary

My cultural experiences focused on family and succeeding as group. Opinions of others mattered a lot. This is reflected in the group work as I communicate with other team members regarding assignments and am responsible for submitting the required group assignments. Risk avoidance and pleasing other people is also factors that I observe myself involving in.

* estimated

Hofstede Cultural Dimensions Scores for Nepal

Cultural Highlights

Power Distance

- I try to be frugal and reduce spending, look for cheap options as I feel uncertain of the ability to climb the economic ladder.
- I sometimes view wealthy and powerful to be corrupted even though their monetary sources might be legitimate and justifiable.
- Hard work and studying STEM degrees seems to be the optimal method of achieving higher socioeconomic condition.

Individualism vs Collectivism

- Whenever I am placed in a team I try to empathize and understand other member's view.
- I consider their views into making collective decisions.
- Whenever someone asks me to do something, I have a higher tendency to do it even though I might have to put extra effort.

Achievement vs Nurturing

- Everyone has potential to good great things.
- Taking care of family and friends are equally or even more important to personal achievement.
- As an international student, I am driven by achievement and personal success while my parents and home society often question about whether I can take care of them.

Working With This Team

High expectations for collaboration and keeping in touch with each other in order to complete our tasks. Failure to do so has often been interpreted as not caring about the work. I intend on accepting the team members behavior and being satisfied as long as they do their part.

LEMUEL GOWRIE

Cultural Professional Summary

I am from Trinidad and Tobago and of Indian descent, culturally and in my family, there are high academic expectations which are expected to be upheld. I also have quite a few cousins and being around family enhanced my ability to get along in groups

Cultural Highlights

Power Distance

- I understand that not everything goes my way especially being in a family being the middle child.
- I understand that what an individual my want may not always be the best for the group.
- I never had an issue following someone else's lead or even taking lead myself.

Individualism vs Collectivism

- The ideas an individual may have may not always be what the group has decided on doing and I am usually good at working along with other's ideas.
- I acknowledge that the goals of the group may be different from my individual goals.
- I am willing to work cooperatively in all aspects of group activity.

Achievement vs Nurturing

- I understand that a group achievement is accomplished by all members putting in great effort.
- I work well with putting suggestions and ideas forward to gain feedback from peers.
- I can present views and negotiate terms which is a part of nurturing and building healthy work relationships.

Working With This Team

Working in teams have never been a problem for me, especially due to high amounts of group activity in high school as well as being in various clubs. I was also apart of a soccer club which strengthened my ability to work together with peers amidst being placed good and bad situations.