



# MULTI-CULTURAL WORKPLACE

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# ALIEN ON BOARD



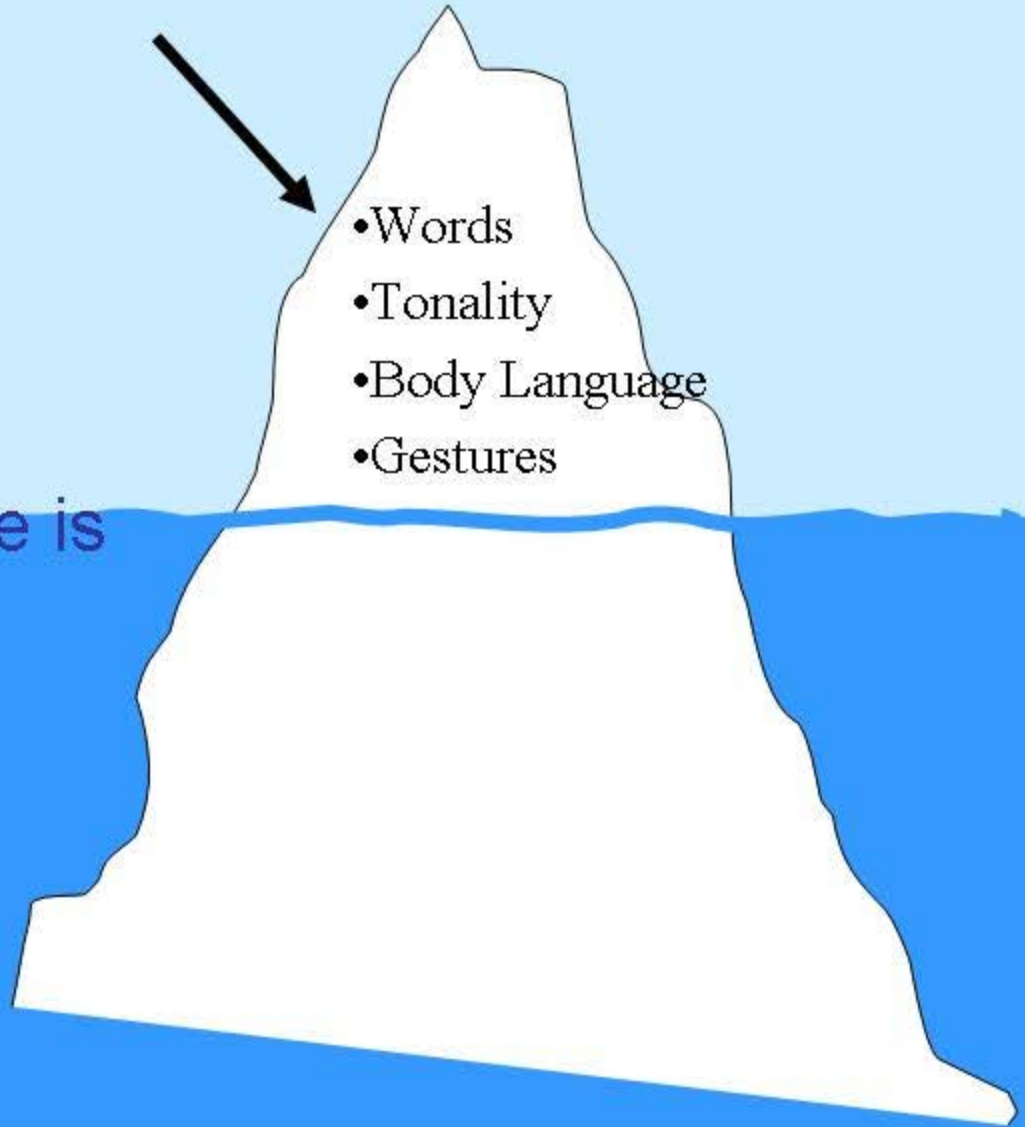
- Name
- Language
- Gestures
- Space
- Time
- Respect
- Politeness
- Humor

# What you see



- Words
- Tonality
- Body Language
- Gestures

- Deep Structure is
- Beliefs
- Values
- Biases
- Prejudices
- Experiences
- Fears
- Dreams
- Feelings



# AMERICAN WORKPLACE

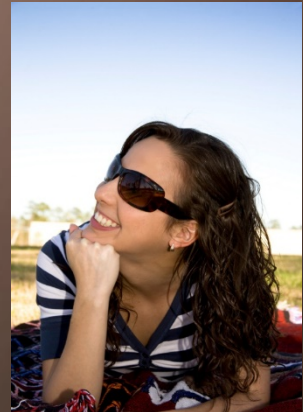
- Explicit interactions
- Soft hierarchy
- Strong norms but less informal
- Plenty of opportunities





# EMPLOYEE DIFFERENCES

- Visible differences – gender, race, age
- Ethnicity, foreign origin
- Personal life, lifestyle
- Religion
- Past experiences/Current expectations



# FIRST, GET THE JOB

- Know the basics
  - Resume, company, job
- Move to the desired list
- Know your value
  - Why you? What's your brand?
- Make small talk
- Other cross-cultural issues
  - Body language and personal space
  - Explicit and implicit communication
  - Avoid "Inappropriate topics"
    - Personal matters, medical conditions

# FINAL THOUGHTS

- Learning about others starts with yourself
- Learn the norms
- Gain marketable skills
- Fake it to make it
- Stay positive
  - No matter what
- Try harder