Cultural Differences in Communication when co-creating

Erica TMU:
- Giving constructive feedback to members, rather than being direct and confrontational (layering with a compliment, then giving feedback)
- Being direct
- Decision Making: everyone contributes and makes a unanimous decision, unless someone takes the role of leader early on

Saw some similarities with Alisha's experience:
- More polite communication
- When working on a group project, many people will take on different roles and not dwell on one topic

Olivia TMU:
- Direct communication (honesty, transparency, but softly and kindly)
- Politeness
- Language and nuance (non-professional and professional sens) - non verbal communication
- Scheduling and timing (time zone difference, early hours can be a challenge)

Alisha UAL:
- Indirect, suggestive and polite communication
- May try to sugarcoat feedback but some people might be more direct
- Non-confrontational in person but may be more confrontational digitally
- Doesn't want to bother others unnecessarily.
- Struggles making compromises on ideas and decisions
- Works to each individuals strengths in a group so they have more authority in their aspect of strength

Dylan TMU:
- Direct communicator (sometimes too honest)
- Doesn't spare comfort over individual obligation
- Decision-making is done logically
-

Milyn TMU:
- Direct communication seems universal, but the delivery may be different across different cultures.
- To resolve conflicts that involve different people of different cultures, be direct in your needs or concerns. Personally, I would communicate directly with them in any mode of contact.
- Decision-making is equal to all people in a group, compromise on ideas if there are different opinions.
- Team synergy is a factor in team dynamics, Leader-group vs equal roles

- Weight of the work changes when everyone feels comfortable with their workload

-

Reflect on the cultures represented in your breakout session: which differences regarding the communication do you need to consider for your co-creation process? (suggestions, moderation, feedback, …)