



# Assignment n° 2

Group 2: Henrique, Eduarda, Filip, Ivan, Tin & Maren





1.

**working virtually  
with colleagues from  
other cultures**

# 1.1 Speed of making decisions



## Germany

Decision making takes quite long, many different ideas or ways of working on the project.

E.g: some prefer to work in groups and some individually; sometimes discussions are not always about the topic.



## Croatia

Quicker to start working, easy to meet online and it's quicker to make decisions assigned break.

## 1.1 Speed of making decisions



### Portugal

The group members must be more careful in communicating, because there is different ways of communication, different values and we have to respect them, so the speed of making decisions it's slower.



### Spain

It's more difficult to make decisions, because of english, so it's slower, also it's better in person than online.

## 1.2 Feeling comfortable in the meetings



### Germany

Feeling comfortable, but zoning out at times when conversations drift apart from the initial topic

If the meeting takes very long I feel like it's a waste of time especially when I have other things to do.



### Croatia

Language and culture barrier, shy at first and takes time to get to know each other.

## 1.2 Feeling comfortable in the meetings



Portugal

Need to be more careful about different cultural values, and when talking in a foreign language, so it's a bit uncomfortable at first.



Spain

Usually feel comfortable.

## 1.3 Quality of output



### Germany

Sometimes there were meetings where I felt like in the end we haven't really discussed anything but some were also quite productive and fun.



### Croatia

There is different work approaches, can be both good and bad, took time to allocate tasks.

## 1.3 Quality of output



Portugal

The quality of output it's better, because there are more different ideas, higher diversity come together and also different perspectives.



Spain

The output it's more interesting, because there's different ideas and concepts.



**2.**

**working virtually  
with colleagues from  
your own cultural  
background**



## 2.1 Speed of making decisions



Germany

We often come to decision really quick, there's different parts of the tasks that are divided and worked on individually.



Croatia

Slower to get started, decision making is good and effective, fast and organized.

## 2.1 Speed of making decisions



### Portugal

Faster to make decisions with people from the same cultural background, because it's quicker when talking our own language, having values in common and more familiar.



### Spain

It's easier and quicker to make decisions because all members of the group talk spanish.

## 2.2 Feeling comfortable in the meetings



### Germany

I usually feel comfortable, but sometimes the social interaction could be more / they can be quite plain as with other cultures it can be fun and productive at the same time.



### Croatia

Usually everyone feels more comfortable and more relaxed.

## 2.2 Feeling comfortable in the meetings



Portugal

More comfortable, more values, language and culture in common.



Spain

It's more comfortable because we can talk in our mother tongue.

## 2.3 Quality of output



### Germany

Usually come on time and well prepared to the meetings, the quality of output is really high.



### Croatia

Usually better as there are no language barriers, similar ways of working and thinking, online: most efficient way possible.

## 1.3 Quality of output



### Portugal

There aren't as many discussions, same mindset, so there's no need for controversial discussions, less creativity and diversity, so que quality might be less.



### Spain

The output it's less interesting than with people from other cultures.




# Possible reasons for difference on each criterion

- Language barrier
- Different values
- Many different ways if working
- Individualism vs collectivism





# Suggestions of optimized teamwork

- Difference ways of working: Talk about how to do the teamwork first, especially the preferred way of working
  - Different values: Ice breaking activities, getting to know each other before (personally if possible), gain some trust, give it time to adapt to each other and relax a bit before
  - Language barrier: using simple vocabulary, not talking that fast
- 
- 