

Being the manager to a multicultural team is both a privilege and a challenge.



Many teams are formed by individuals who come from different parts of the world.

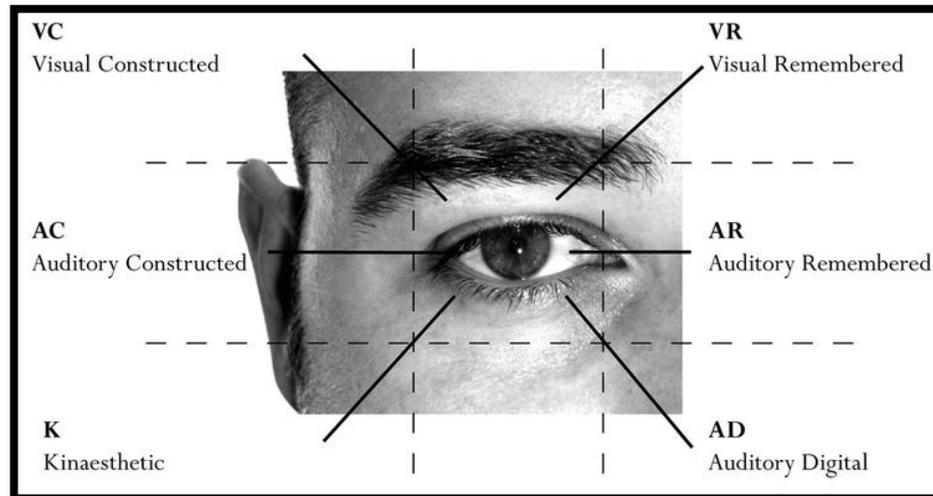
These are some features a multicultural team leader needs to be conscious of:

- **Individual's adaptation.** Being an expat is not always easy. Expect "downs" in their mood and develop a down-phase prevention programme
- **Language.** Not everyone has the same knowledge of the common language/s. Make sure you are not missing their full potential due to poorer language skills.
- **Expectations.** Different cultures have a different understanding of what work is. Make sure everyone understands and feel motivated by your expectations about them.

## Your eye movements & your thinking

*Did you know that observing other people's eyes can tell you what type of words to use with them?*

Neuroscience has discovered that **eye movements are related to the way people are processing information.** As you can see in the picture below there are 9 basic eye positions, each of which indicates how a right-handed person's brain is working (while facing them).



So, while the **upwards movements show visual thinking** (when the person is picturing something), the **middle level movements show auditory thinking** (when the person is interiorly hearing sounds).

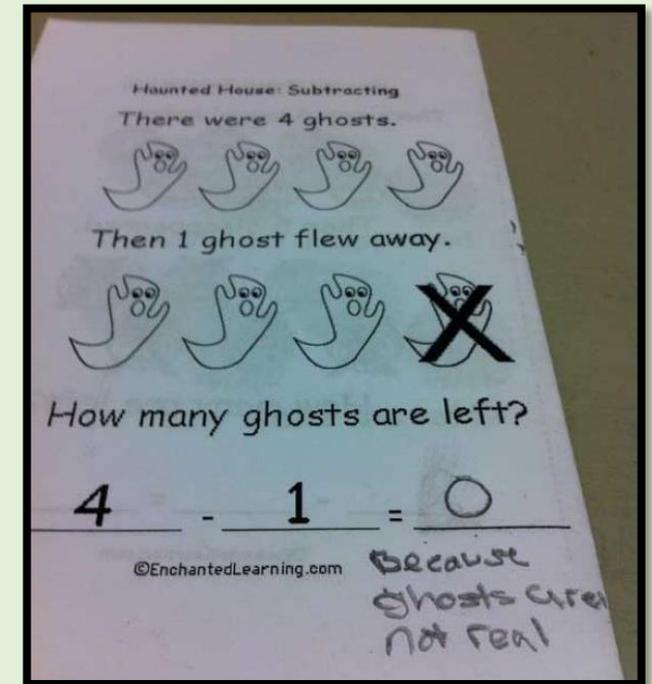
At these two levels a movement **to your right indicates that this person is remembering** something and a **movement to your left indicates that this person is imagining** something. A **right-down eye movement shows emotional thinking**, and a **left-down movement shows inner dialogue**.

So, when you are speaking with someone, **observe their eye movements and use visual, emotional or auditory words according to them. This will help you connect more easily with everyone.**

[Image source.](#)

## The English Language Corner

*Thinking "out of the box"*



*Real answer a child wrote in an exam.*

**Thinking outside the box** (also **thinking out of the box**<sup>[1][2]</sup> or **thinking beyond the box**) is a metaphor that means to think differently, unconventionally, or from a new perspective. This phrase often refers to novel or creative thinking.

The term is thought to derive from management consultants in the 1970s and 1980s challenging their clients to solve the **"nine dots" puzzle**, whose **solution** requires some **lateral thinking**.<sup>[3]</sup> Children are the experts in this.

[Source: Wikipedia](#) [Check out this site for more funny answers.](#)