IP BEST PRACTICES

Can I be Frank with You?

A best practice shared by Ike Fokkema.

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Can I be Frank with You?

Enables leaders to give feedback more effectively in multicultural teams by uncovering how cultural lenses shape communication, trust and expectations.

Key steps

Start by decoding cultural lenses, inviting team members to complete a short Culture Map questionnaire to compare their personal profile with their country culture.

Explore the eight Culture Map dimensions, discussing what builds trust, what feels direct or indirect, and how feedback is interpreted across cultures.

Reflect on the personal culture map, identifying overlaps and differences with national norms, and use these insights to co-create effective feedback practices within the team.

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