

The multicultural workplace – sour grapes or peak performance operation?

You're from Scandinavia. Your co-workers are from Hungary and India, and you work in Canada for a company that is headquartered in Australia. Where once this scenario would have seemed far-fetched, it is now increasingly commonplace.

The bigger the company, the more employees are needed – and far better to **tap into** an international pool of candidates than to limit oneself to national borders.

What this means for job seekers is a virtual gold mine of opportunities – to broaden one's mind working with people of different cultural backgrounds.

Often times, better pay or a sense of adventure **entice** employees to work for multinational corporations. But this **gold-digging/Indiana Jones escapade** can **sour** quickly if the work atmosphere does not promote an active understanding of how multiculturalism impacts on the workplace.

Language barriers form a significant challenge, but so does a lack of understanding of how traditions, **customs** and gestures are **perceived** in different countries. What may seem as normal workplace **rules of engagement** to a Finn may be perceived as abrupt and inappropriate by a Japanese.

In order to reach **peak performance**, co-workers must first understand the cultural baggage that their fellow employees bring to the workplace. Once these differences are mapped out, common ground is more easily **attainable**.

Ultimately, we seek many of the same things... happiness, a sense of belonging, monetary well-being. For multinationals, effective communication that respects national boundaries may help in forming the social glue that binds **divergent** workers together.

Vocabulary List

attainable	saavutettavissa oleva
custom	custom
divergent	erilainen
entice	houkutella
escapade	tässä: seikkailu
gold-digging	kullankaivuu
peak performance	huippusuoritus
perceive	ymmärtää
sour	hapantua
tap into	hyödyntää, ammentaa jostakin